Hadrian Learning Trust

Data Protection Policy

March 2024

For review March 2025

Contents

1. Introduction

HLT is required to keep and process personal information about its trustees, staff members, pupils, parents, visitors and others, in accordance with its legal obligations under the UK GDPR.

The school may, from time to time, be required to share personal information about its staff, pupils, or others with other organisations, mainly the LA, other schools and educational bodies, and Children's Services. This policy is in place to ensure all staff and trustees are aware of their responsibilities and outlines how the school complies with the following core principles of the UK GDPR. Organisational methods for keeping data secure are imperative, and believes that it is good practice to ensure policies are practical, backed up by clear written procedures. This policy complies with the requirements set out in the UK GDPR, Data Protection Act 2018 and other applicable legislation and guidance.

This policy applies to all staff employed by our school, and to external organisations or individuals working on our behalf. Staff who do not comply with this policy may face disciplinary action. The governing board has overall responsibility for ensuring that our school complies with all relevant data protection obligations. The headteacher acts as the representative of the School as the data controller on a day-to-day basis.

2. Legal framework

This policy has due regard to legislation, including, but not limited to the following:

- UK General Data Protection Regulation (GDPR) - the EU GDPR was incorporated into UK legislation, with some amendments, by The Data Protection, Privacy and Electronic
- Communications (Amendments ect) (EU Exit) Regulations 2020
- Data Protection Act 2018 (DPA 2018)
- The Protection of Freedoms Act 2000
- The Education (Pupil Information) (England) Regulations 2005 (as amended in 2016)
- The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 The School Standards and Framework Act 1998

In addition, this policy complies with our funding agreement and articles of association

This policy also has regard to guidance published by the Information Commissioner's Office (ICO) on the UK GDPR, including:

- ICO (2018) 'Guide to the General Data Protection Regulation (GDPR)'

This policy is implemented in conjunction with the following other school policies:

- Photography and Videos at School Policy
- Data Security Policy
- Freedom of Information Policy
- CCTV Policy

and Hadrian Learning Trust's Privacy Notices.

3. Applicable data

For the purpose of this policy, personal data refers to information that relates to an identifiable, living individual, including information such as an online identifier, e.g. an IP address or UPN. The UK GDPR applies to both automated personal data and to manual filing systems, where personal data is accessible according to specific criteria, as well as to chronologically ordered data and pseudonymised data, e.g. key-coded.

The UK GDPR also regulates the use of 'Special Category Data', which are broadly the same as those categories of sensitive personal data in the Data Protection Act (DPA) 1998. These specifically include the processing of genetic data, biometric data and data concerning health matters.

The UK GDPR deals separately with 'Criminal Offence Data' which is defined as 'personal data relating to criminal convictions and offences or related security measures'.

4. Principles

In accordance with the Principles outlined in the UK GDPR, personal data will be:

- **Processed lawfully, fairly and in a transparent manner** in relation to individuals.
- **Collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes;** further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes.
- **Adequate, relevant and limited to what is necessary** in relation to the purposes for which they are processed.
- **Accurate and, where necessary, kept up-to-date;** every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay.
- **Kept in a form which permits identification of data subjects for no longer than is necessary** for the purposes for which the personal data are processed; personal data may be stored for longer periods, insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes, subject to implementation of the appropriate technical and organisational measures required by the UK GDPR in order to safeguard the rights and freedoms of individuals.
- **Processed in a manner that ensures appropriate security** of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures.

5. Accountability

The UK GDPR also requires that 'the controller shall be responsible for, and able to demonstrate, compliance with the principles'. Our Trust Schools are the data controller, in relation to the processing of all personal data relating to parents and caters, pupils, staff, governors, visitors and others.

The Trust is registered with the Information Commissioner's Office (ICO) and has paid its data protection fee to the ICO as legally required.

Hadrian Learning Trust adheres to the GDPR 'Accountability Principle' and meets its obligations under Article 5 of UKGDPR by:

- implementing appropriate technical and organisational measures to demonstrate that data is processed in line with the principles set out in the UK GDPR.
- providing comprehensive, clear, transparent and accessible privacy policies.
- maintaining a record of activities relating to higher risk processing will be maintained, such as the processing of activities that:
    - Are not occasional.
    - Could result in a risk to the rights and freedoms of individuals.
    - Involve the processing of special categories of data or criminal conviction and offence data.
- maintaining internal records of processing activities that include the following:
    - Name and details of the organisation
    - Purpose(s) of the processing
    - Description of the categories of individuals and personal data
    - Retention schedules
    - Categories of recipients of personal data
    - Description of technical and organisational security measures

        - Details of transfers to third countries, including documentation of the transfer mechanism safeguards in place
- implementing measures that meet the principles of data protection by design and data protection by default, such as:
        - Data minimisation
        - Pseudonymisation (for definition see the ICO guidance)
        - Transparency
        - Allowing individuals to monitor processing
        - Continuously creating and improving security features
- implementing Data protection impact assessments (DPIAs), where appropriate.

6. Roles and Responsibilities

This policy applies to **all staff** employed by our school, and to external organisations or individuals working on our behalf. Staff who do not comply with this policy may face disciplinary action.

6.1 Governing board

The governing board has overall responsibility for ensuring that our school complies with all relevant data protection obligations.

6.2 Executive Headteacher

The executive headteacher acts as the representative of the data controller on a day-to-day basis.

Our Executive Headteacher is Graeme Atkins and is contactable via the school's internal email systems or for external users via the email address: Admin@qehs.net, with the email header marked as: "For Exec Headteacher – Private and confidential"

6.3 Data protection officer (DPO)

The data protection officer (DPO) is responsible for overseeing the implementation of this policy, monitoring our compliance with data protection law, and developing related policies and guidelines where applicable.

The DPO will report to the highest level of management at the school, which is the headteacher. They will provide an annual report of their activities directly to the governing board and, where relevant, report to the board their advice and recommendations on school data protection issues.

The DPO will operate independently and will not be dismissed or penalised for performing their task.

Sufficient resources will be provided to the DPO to enable them to meet their UK GDPR obligations.

The DPO is also the first point of contact for individuals whose data the school processes, and for the ICO. Full details of the DPO's responsibilities are set out in their job description.

Our DPO is David Clay and is contactable via the school's internal email systems or for external users via the email address: Admin@qehs.net, with the email header marked as: "For DPO – Private and confidential"

6.4 All staff

Staff are responsible for:

- Collecting, storing and processing any personal data in accordance with this policy
- Informing the school of any changes to their personal data, such as a change of address
- Contacting the DPO in the following circumstances:

- With any questions about the operation of this policy, data protection law, retaining personal data or keeping personal data secure
- If they have any concerns that this policy is not being followed
- If they are unsure whether or not they have a lawful basis to use personal data in a particular way
- If they need to rely on or capture consent, draft a privacy notice, deal with data protection rights invoked by an individual, or transfer personal data outside the UK
- If there has been a data breach
- Whenever they are engaging in a new activity that may affect the privacy rights of individuals
- If they need help with any contracts or sharing personal data with third parties

7. Lawful processing

The legal basis for processing data under the UK GDPR will be identified and documented prior to data being processed.

Under the UK GDPR Article 6, personal data will be lawfully processed under the following conditions, as applicable:

The consent of the data subject has been obtained Processing is necessary for:

- Compliance with a legal obligation.
- The performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.
- For the performance of a contract with the data subject or to take steps to enter into a contract.
- Protecting the vital interests of a data subject or another person.
- For the purposes of legitimate interests pursued by the controller or a third party, except where such interests are overridden by the interests, rights or freedoms of the data subject. (This condition is not necessarily available to processing undertaken by the school in the performance of its tasks.)

Under the UK GDPR Article 9, Special Categories of personal data will only be processed under one of the following conditions:

- Explicit consent of the data subject, or their parent/carer when appropriate in the case of a pupil.
- Processing relates to personal data manifestly made public by the data subject.

Or where processing is necessary for:

- Carrying out obligations under employment, social security or social protection law, or a collective agreement.
- Protecting the vital interests of a data subject or another individual where the data subject is physically or legally incapable of giving consent.
- The establishment, exercise or defence of legal claims or where courts are acting in their judicial capacity.
- Reasons of substantial public interest on the basis of Union or Member State law which is proportionate to the aim pursued and which contains appropriate safeguards.
- The purposes of preventative or occupational medicine, for assessing the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment or management of health or social care systems and services on the basis of Union or Member State law or a contract with a health professional.
- Reasons of public interest in the area of public health, such as protecting against serious cross border threats to health or ensuring high standards of healthcare and of medicinal products or medical devices
- Archiving purposes in the public interest, or scientific and historical research purposes or statistical purposes in accordance with article 89(1).

Any personal data relating to criminal offences (Criminal Offence Data will only be processed under one of the applicable conditions in Schedule 1 to the DPA 2018):

1. The individual (or their parent/carer when appropriate in the case of a pupil) has given consent
2. The data needs to be processed to ensure the vital interests of the individual or another person, where the individual is physically or legally incapable of giving consent
3. The data has already been made manifestly public by the individual
4. The data needs to be processed for or in connection with legal proceedings, to obtain legal advice, or for the establishment, exercise or defence of legal rights
5. The data needs to be processed for reasons of substantial public interest as defined in legislation
6. The school will always consider the fairness of its data processing and will not handle personal data in ways that individuals would not reasonably expect, or use personal data in ways which have unjustified adverse effects on individuals.

8. Consent

Where consent is being relied upon as a lawful basis for data processing it must be by means of a positive indication. It cannot be inferred from silence, inactivity or pre-ticked boxes.

Consent will only be accepted where it is freely given, specific, informed and an unambiguous indication of the individual's wishes.

Where consent is given, a record will be kept documenting how and when consent was given.

The school ensures that consent mechanisms meet the standards of the UK GDPR. Where the standard of consent cannot be met, an alternative legal basis for processing the data must be found, or the processing must cease.

Consent previously accepted under the DPA 1998 will be reviewed to ensure it meets the standards of the UK GDPR; however, acceptable consent obtained under the DPA 1998 will not be reobtained.

Consent can be withdrawn by the individual at any time.

Where a child is under the age of 16 (or younger if the law provides it i.e. up to the age of 12), the consent of parents will be sought prior to the processing of their data, except where the processing is related to preventative or counselling services offered directly to a child.

9. The right to be informed

The privacy notice supplied to individuals in regards to the processing of their personal data will be written in clear, plain language which is concise, transparent, easily accessible and free of charge.

If services are offered directly to a child, the school will ensure that the privacy notice is written in a clear, plain manner that the child will understand.

In relation to data obtained both directly from the data subject and not obtained directly from the individual, the following information will be supplied within the privacy notice:

- The identity and contact details of the controller (and where applicable, the controller's representative) and the DPO.
- The purpose of, and the legal basis for, processing the data.
- The legitimate interests of the controller or third party.
- Any recipient or categories of recipients of the personal data.
- Details of transfers to third countries and the safeguards in place.
- The retention period of criteria used to determine the retention period.

The existence of the data subject's rights, including the right to:

- Withdraw consent at any time.
- Lodge a complaint with a supervisory authority (the 'Information Commissioner's Office' or 'ICO').
- The existence of automated decision making, including profiling, how decisions are made, the significance of the process and the consequences.

Where data is obtained directly from the data subject, information regarding whether the provision of personal data is part of a statutory or contractual requirement, as well as any possible consequences of failing to provide the personal data, will be provided.

Where data is not obtained directly from the data subject, information regarding the categories of personal data that the school holds, the source that the personal data originates from and whether it came from publicly accessible sources, will be provided.

For data obtained directly from the data subject, this information will be supplied at the time the data is obtained.

In relation to data that is not obtained directly from the data subject, this information will be supplied:

- Within one month of having obtained the data.
- If disclosure to another recipient is envisaged, at the latest, before the data are disclosed. If the data are used to communicate with the individual, at the latest, when the first communication takes place.

10.The right of access

Individuals have the right to obtain confirmation that their data is being processed.

Individuals have the right to submit a subject access request (SAR) to gain access to their personal data in order to verify the lawfulness of the processing. The person making the request must provide their name, correspondence address, contact number, email address and details of the information they are requesting. The school will verify the identity of the person making the request before any information is supplied.

Subject to information within this document, a copy of the information will be supplied to the individual free of charge; however, the school may impose a 'reasonable fee' to comply with requests for further copies of the same information.

Where a SAR has been made electronically, the information will be provided in a commonly used electronic format.

Where a request is manifestly unfounded, excessive or repetitive, if a response is agreed to be provided a reasonable fee will be charged.

All fees will be based on the administrative cost of providing the information.

All requests will be responded to without delay and at the latest, within one month of receipt.

In the event of numerous or complex requests, the period of compliance will be extended by a further two months. The individual will be informed of this extension and will receive an explanation of why the extension is necessary, within one month of the receipt of the request.

Where a request is manifestly unfounded or excessive, the school holds the right to refuse to respond to the request. The individual will be informed of this decision and the reasoning behind it, as well as their right to complain to the supervisory authority and to a judicial remedy, within one month of the refusal.

In the event that a large quantity of information is being processed about an individual, the school will ask the individual to specify the information the request is in relation to.

Personal data about a child belongs to that child, and not the child's parents or carers. For a parent or carer to make a subject access request with respect to their child, the child must either be unable to understand their rights and the implications of a subject access request, or have given their consent.

The school may not disclose information requested under SARSs for a variety of reasons, such as if it:

1. Might cause serious harm to the physical or mental health of the pupil or another individual
2. Would reveal that the child is being or has been abused, or is at risk of abuse, where the disclosure of that information would not be in the child's best interests
3. Would include another person's personal data that we can't reasonably anonymise, and we don't have the other person's consent and it would be unreasonable to proceed without it
4. Is part of certain sensitive documents, such as those related to crime, immigration, legal proceedings or legal professional privilege, management forecasts, negotiations, confidential references, or exam script

If the school refuse a SAR request, the individual will be informed of the reasoning behind this decision and told that they have the right to complain to the ICO, or they can seek to enforce their SAR through the Courts

Subject to the following paragraph, parents, or those with parental responsibility, have a separate legal right under the Education (Pupil Information) (England) Regulations 2005 to free access to their child's educational record (which includes most information about a pupil) within 15 school days of receipt of a written request. If the request is for a copy of the educational record, the school may charge a fee to cover the cost of supplying it. This right applies as long as the pupil concerned is aged under 18.

There are certain circumstances in which a parent's right to see educational records can be denied, such as if releasing the information might cause serious harm to the physical or mental health of the pupil or another individual, or if it would mean releasing exam marks before they are officially announced.

Children below the age of 12 are generally not regarded to be mature enough to understand their rights and the implications of a subject access request. Therefore, most subject access requests from parents or carers of pupils at our school may be granted without the express permission of the pupil. This is not a rule and a pupil's ability to understand their rights will always be judged on a case-by-case basis.

Children aged 12 and above are generally regarded to be mature enough to understand their rights and the implications of a subject access request. Therefore, most subject access requests from parents or carers of pupils at our school may not be granted without the express permission of the pupil. This is not a rule and a pupil's ability to understand their rights will always be judged on a case-by-case basis.

11.The right to rectification

Individuals are entitled to have any inaccurate or incomplete personal data rectified.

Where the personal data in question has been disclosed to third parties, the school will inform them of the rectification where possible.

Where appropriate, the school will inform the individual about the third parties that the data has been disclosed to. Requests for rectification will be responded to within one month; this will be extended by two months where the request for rectification is complex.

Where no action is being taken in response to a request for rectification, the school will explain the reason for this to the individual and will inform them of their right to complain to the supervisory authority and to a judicial remedy.

12.The right to erasure

Individuals hold the right to request the deletion or removal of personal data where there is no compelling reason for its continued processing.

Individuals have the right to erasure in the following circumstances:

- Where the personal data is no longer necessary in relation to the purpose for which it was originally collected/processed
- When the individual withdraws their consent

- When the individual objects to the processing and there is no overriding legitimate interest for continuing the processing
- The personal data was unlawfully processed
- The personal data is required to be erased in order to comply with a legal obligation
- The personal data is processed in relation to the offer of information society services to a child

The school has the right to refuse a request for erasure where the personal data is being processed for the following reasons:

- To exercise the right of freedom of expression and information
- To comply with a legal obligation for the performance of a public interest task or exercise of official authority
- For public health purposes in the public interest
- For archiving purposes in the public interest, scientific research, historical research or statistical purposes
- The exercise or defence of legal claims

As a child may not fully understand the risks involved in the processing of data when consent is obtained, special attention will be given to existing situations where a child has given consent to processing and they later request erasure of the data, regardless of age at the time of the request.

Where personal data has been disclosed to third parties, they will be informed about the erasure of the personal data, unless it is impossible or involves disproportionate effort to do so.

Where personal data has been made public within an online environment, the school will inform other organisations who process the personal data to erase links to and copies of the personal data in question.

13.The right to restrict processing

Individuals have the right to block or suppress the school's processing of personal data.

In the event that processing is restricted, the school will store the personal data, but not further process it, guaranteeing that just enough information about the individual has been retained to ensure that the restriction is respected in future.

The school will restrict the processing of personal data in the following circumstances:

- Where an individual contest the accuracy of the personal data, processing will be restricted until the school has verified the accuracy of the data
- Where an individual has objected to the processing and the school is considering whether their legitimate grounds override those of the individual
- Where processing is unlawful and the individual opposes erasure and requests restriction instead
- Where the school no longer needs the personal data but the individual requires the data to establish, exercise or defend a legal claim

If the personal data in question has been disclosed to third parties, the school will inform them about the restriction on the processing of the personal data, unless it is impossible or involves disproportionate effort to do so.

The school will inform individuals when a restriction on processing has been lifted.

14.The right to data portability

Individuals have the right to obtain and reuse their personal data for their own purposes across different services.

Personal data can be easily moved, copied or transferred from one IT environment to another in a safe and secure manner, without hindrance to usability.

The right to data portability only applies in the following cases:

- To personal data that an individual has provided to a controller
- Where the processing is based on the individual's consent or for the performance of a contract
- When processing is carried out by automated means

Personal data will be provided in a structured, commonly used and machine-readable form.

The school will provide the information free of charge.

Where feasible, data will be transmitted directly to another organisation at the request of the individual.

The school is not required to adopt or maintain processing systems which are technically compatible with other organisations.

In the event that the personal data concerns more than one individual, the school will consider whether providing the information would prejudice the rights of any other individual.

The school will respond to any requests for portability within one month. Where the request is complex, or a number of requests have been received, the time frame can be extended by two months, ensuring that the individual is informed of the extension and the reasoning behind it within one month of the receipt of the request.

Where no action is being taken in response to a request, the school will, without delay and at the latest within one month, explain to the individual the reason for this and will inform them of their right to complain to the supervisory authority and to a judicial remedy.

15.The right to object

The school will inform individuals of their right to object at the first point of communication, and this information will be outlined in the privacy notice and explicitly brought to the attention of the data subject, ensuring that it is presented clearly and separately from any other information.

Individuals have the right to object to the following:

- Processing based on legitimate interests or the performance of a task in the public interest
- Direct marketing
- Processing for purposes of scientific or historical research and statistics.

Where personal data is processed for the performance of a legal task or legitimate interests:

- An individual's grounds for objecting must relate to his or her particular situation.
- The school will stop processing the individual's personal data unless the processing is for the establishment, exercise or defence of legal claims, or, where the school can demonstrate compelling legitimate grounds for the processing, which override the interests, rights and freedoms of the individual.

Where personal data is processed for direct marketing purposes:

- The school will stop processing personal data for direct marketing purposes as soon as an objection is received.
- The school cannot refuse an individual's objection regarding data that is being processed for direct marketing purposes.

Where personal data is processed for research purposes:

- The individual must have grounds relating to their particular situation in order to exercise their right to object.
- Where the processing of personal data is necessary for the performance of a public interest task, the school is not required to comply with an objection to the processing of the data.

Where the processing activity is outlined above, but is carried out online, the school will offer a method for individuals to object online.

16.Automated decision making and profiling

Individuals have the right not to be subject to a decision when:

- It is based on automated processing, e.g. profiling.
- It produces a legal effect or a similarly significant effect on the individual.

The school will take steps to ensure that individuals are able to obtain human intervention, express their point of view, and obtain an explanation of the decision and challenge it.

When automatically processing personal data for profiling purposes, the school will ensure that the appropriate safeguards are in place, including:

- Ensuring processing is fair and transparent by providing meaningful information about the logic involved, as well as the significance and the predicted impact.
- Using appropriate mathematical or statistical procedures.
- Implementing appropriate technical and organisational measures to enable inaccuracies to be corrected and minimise the risk of errors.
- Securing personal data in a way that is proportionate to the risk to the interests and rights of the individual and prevents discriminatory effects.

Automated decisions must not concern a child or be based on the processing of sensitive data, unless:

- The school has the explicit consent of the individual and/or their parents.
- The processing is necessary for reasons of substantial public interest on the basis of UK law.

17.Privacy by design and privacy impact assessments

The school will act in accordance with the UK GDPR by adopting a 'privacy by design' approach and implementing technical and organisational measures which demonstrate how the school has considered and integrated data protection into processing activities.

Data protection impact assessments (DPIAs) will be implemented where necessary to identify the most effective method of complying with the school's data protection obligations and meeting individuals' expectations of privacy.

DPIAs will allow the school to identify and resolve problems at an early stage, thus reducing associated costs and preventing damage from being caused to the school's reputation using new technologies, or when the processing is likely to result in a high risk to the rights and freedoms of individuals.

A DPIA will be used for more than one project, where necessary and appropriate.

High risk processing includes, but is not limited to, the following:

- Systematic and extensive processing activities, such as profiling
- Large scale processing of special categories of data or personal data which is in relation to criminal convictions or offences The use of CCTV.

The school will ensure that all DPIAs include the following information:

- A description of the processing operations and the purposes
- An assessment of the necessity and proportionality of the processing in relation to the purpose
- An outline of the risks to individuals
- The measures implemented in order to address risk

Where a DPIA indicates high risk data processing, the school will consult the ICO to seek its opinion as to whether the processing operation complies with the UK GDPR.

18.Data breaches

The term 'personal data breach' refers to a breach of security (whether accidental or unlawful) which has led to the destruction, loss, alteration, unauthorised disclosure of, or access to, personal data.

The headteacher will ensure that all staff members are made aware of, and understand, what constitutes a data breach as part of their CPD training.

Where a breach is likely to result in a risk to the rights and freedoms of individuals, the relevant supervisory authority (the Information Commissioner's Office) will be informed. All notifiable breaches will be reported to the relevant supervisory authority within 72 hours of the school becoming aware of it.

The risk of the breach having a detrimental effect on the individual, and the need to notify the relevant supervisory authority, will be assessed on a case-by-case basis.

In the event that a breach is likely to result in a high risk to the rights and freedoms of an individual, the school will notify those concerned directly. A 'high risk' breach means that the threshold for notifying the individual is higher than that for notifying the relevant supervisory authority.

Effective and robust breach detection, investigation and internal reporting procedures are in place at the school, which facilitate decision-making in relation to whether the relevant supervisory authority or the public need to be notified.

Within a breach notification, the following information will be outlined:

- The nature of the personal data breach, including the categories and approximate number of individuals and records concerned
- The name and contact details of the DPO
- An explanation of the likely consequences of the personal data breach
- A description of the proposed measures to be taken to deal with the personal data breach
- Where appropriate, a description of the measures taken to mitigate any possible adverse effects

Failure to report a breach when required to do so may result in a fine from the Information Commissioner's Office, as well as a fine for the breach itself.

19.Data security

The school will make all efforts to protect personal data and keep it safe from unauthorised or unlawful access, alteration, processing or disclosure, and against accidental or unlawful loss, destruction or damage.

- Confidential paper records will be kept in a locked filing cabinet, drawer or safe, with restricted access.
- Confidential paper records will not be left unattended or in clear view anywhere with general access.
- Digital data is coded, encrypted (for mobile devices) and/or password-protected, both on a local hard drive and on a network drive that is regularly backed up off-site (check the backup service uses encryption).
- Where data is saved on removable storage or a portable device, the device will be encrypted and kept in a locked filing cabinet, drawer or safe when not in use.
- Memory sticks will not be used to hold personal information unless they are password-protected and fully encrypted.
- All electronic devices used by staff are password-protected to protect the information on the device in case of theft.
- Where possible, the school enables electronic devices to allow the remote blocking or deletion of data in case of theft (e.g. through use of Lightspeed MDM).
- Staff and trustees will not use their personal laptops or computers to store school data or information.
- All members of staff requiring the use of school computers are provided with their own secure login and password, and every computer regularly prompts users to change their password./p>
- Emails containing sensitive or confidential information are encrypted if there are unsecure servers between the sender and the recipient.

- Circular emails to parents are sent blind carbon copy (bcc), so email addresses are not disclosed to other recipients.

Where personal information that could be considered private or confidential is taken off the premises, either in electronic or paper format, staff will take extra care to follow the same procedures for security, e.g. use of encryption and keeping devices under lock and key. The staff member taking the information from the school premises accepts full responsibility for the security of the data.

Before sharing data, all staff members will ensure:

- They are allowed to share it.
- That adequate security is in place to protect it.
- The category of recipient who will receive the data has been outlined in a privacy notice.

Under no circumstances are visitors allowed access to confidential or personal information. Visitors to areas of the school containing sensitive information are supervised at all times.

The physical security of the school's buildings and storage systems, and access to them, is reviewed on a termly basis. If an increased risk in vandalism/burglary/theft is identified, extra measures to secure data storage will be put in place.

Hadrian Learning Trust takes its duties under the UK GDPR seriously and any unauthorised disclosure may result in disciplinary action.

The SLT is responsible for continuity and recovery measures are in place to ensure the security of protected data.

20.Publication of information

Hadrian Learning Trust publishes a publication scheme on its website outlining classes of information that will be made routinely available, including:

- Policies and procedures
- Minutes of meetings
- Annual reports
- Financial information

Classes of information specified in the publication scheme (that are not otherwise publicly accessible via the website) are made available quickly and easily on request.

The Trust will not publish any personal information, including photos, on its website without the permission of the subject individual and/or their parents.

When uploading information to the school website, staff are considerate of any metadata or deletions which could be accessed in documents and images on the site.

21.CCTV and photography

20.1. The school understands that recording images of identifiable individuals constitutes processing of personal data, so it is done in line with data protection principles.

20.2. The school notifies all pupils, staff and visitors of the purpose for collecting CCTV images via notice boards, letters and email.

20.3. Cameras are only placed where they do not intrude on anyone's privacy and are necessary to fulfil their purpose.

20.4. All CCTV footage will be kept for 14 days for security purposes, (with the capacity to maintain specific time frames required for incident reporting or intervention for up to the pupil's date of birth plus 25 years); the SLT is responsible for keeping the records secure and allowing access.

20.5. The school will always indicate its intentions for taking photographs of pupils and will retrieve the appropriate consents before publishing them.

20.6. If the school wishes to use images/video footage of pupils in a publication, such as the school website, prospectus, or recordings of school plays, written permission will be sought for the particular usage from the parent and/or the pupil.

20.7. Precautions, are taken when publishing photographs of pupils, in print, video or on the school website.

20.8. Images captured by individuals for recreational/personal purposes, and videos made by parents for family use, are exempt from the UK GDPR.

22.Data retention

Data will not be kept for longer than is necessary. Personal data that has become inaccurate or out of date will be disposed of securely, where it cannot or does not need to be rectified or updated.

Unrequired data will be deleted as soon as practicable.

Some educational records relating to former pupils or employees of the school may be kept for an extended period for legal reasons, but also to enable the provision of references or academic transcripts.

Paper documents will be shredded or pulped, and electronic memories scrubbed clean or permanently destroyed in line with NCC guidance, once the data should no longer be retained.

23.Disclosure and Barring Service data

All data provided by the DBS will be handled in line with data protection legislation; this includes electronic communication.

Data provided by the DBS will never be duplicated.

Any third parties who access DBS information will be made aware of the data protection legislation, as well as their responsibilities as a data handler.

24.Policy review

The next scheduled review date for this policy is April 2025.

25. Appendix A - Definitions

TERM	DEFINITION
Personal data	Any information relating to an identified, or identifiable, living individual. This may include the individual's: • Name (including initials) • Identification number • Location data • Online identifier, such as a username It may also include factors specific to the individual's physical, physiological, genetic, mental, economic, cultural or social identity.
Special categories of personal data	Personal data which is more sensitive and so needs more protection, including information about an individual's: • Racial or ethnic origin • Political opinions • Religious or philosophical beliefs • Trade union membership • Genetics • Biometrics (such as fingerprints, retina and iris patterns), where used for identification purposes • Health – physical or mental • Sex life or sexual orientation
Processing	Anything done to personal data, such as collecting, recording, organising, structuring, storing, adapting, altering, retrieving, using, disseminating, erasing or destroying. Processing can be automated or manual.
Data subject	The identified or identifiable individual whose personal data is held or processed.
Data controller	A person or organisation that determines the purposes and the means of processing personal data.
Data processor	A person or other body, other than an employee of the data controller, who processes personal data on behalf of the data controller.
Personal data breach	A breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data.

26. Appendix B – DPIA Template

You should start to fill out the template at the start of any major project involving the use of personal data, or if you are making a significant change to an existing process. The final outcomes should be integrated back into your project plan.

Step 1: Identify the need for a DPIA
Explain broadly what project aims to achieve and what type of processing it involves. You may find it helpful to refer or link to other documents, such as a project proposal. Summarise why you identified the need for a DPIA.
Step 2: Describe the processing
Describe the nature of the processing: how will you collect, use, store and delete data? What is the source of the data? Will you be sharing data with anyone? You might find it useful to refer to a flow diagram or other way of describing data flows. What types of processing identified as likely high risk are involved?
Describe the scope of the processing: what is the nature of the data, and does it include special category or criminal offence data? How much data will you be collecting and using? How often? How long will you keep it? How many individuals are affected? What geographical area does it cover?

Describe the context of the processing: what is the nature of your relationship with the individuals? How much control will they have? Would they expect you to use their data in this way? Do they include children or other vulnerable groups? Are there prior concerns over this type of processing or security flaws? Is it novel in any way? What is the current state of technology in this area? Are there any current issues of public concern that you should factor in? Are you signed up to any approved code of conduct or certification scheme (once any have been approved)?
Describe the purposes of the processing: what do you want to achieve? What is the intended effect on individuals? What are the benefits of the processing – for you, and more broadly?
Step 3: Consultation process
Consider how to consult with relevant stakeholders: describe when and how you will seek individuals' views – or justify why it's not appropriate to do so. Who else do you need to involve within your organisation? Do you need to ask your processors to assist? Do you plan to consult information security experts, or any other experts?
Step 4: Assess necessity and proportionality
Describe compliance and proportionality measures, in particular: what is your lawful basis for processing? Does the processing actually achieve your purpose? Is there another way to achieve the same outcome? How will you prevent function creep? How will you ensure data quality and data minimisation? What information will you give individuals? How will you help to support their rights? What measures do you take to ensure processors comply? How do you safeguard any international transfers?

Step 5: Identify and assess risks			
Describe source of risk and nature of potential impact on individuals. Include associated compliance and corporate risks as necessary.	**Likelihood of harm** Remote, possible or probable	**Severity of harm** Minimal, significant or severe	**Overall risk** Low, medium or high

Step 6: Identify measures to reduce risk				
Identify additional measures you could take to reduce or eliminate risks identified as medium or high risk in step 5				
Risk	**Options to reduce or eliminate risk**	**Effect on risk** Eliminated reduced accepted	**Residual risk** Low medium high	**Measure approved** Yes/no

Step 7: Sign off and record outcomes		
Item	**Name/date**	**Notes**
Measures approved by:		Integrate actions back into project plan, with date and responsibility for completion
Residual risks approved by:		If accepting any residual high risk, consult the ICO before going ahead
DPO advice provided:		DPO should advise on compliance, step 6 measures and whether processing can proceed
Summary of DPO advice:		
DPO advice accepted or overruled by:		If overruled, you must explain your reasons
Comments:		
Consultation responses reviewed by:		If your decision departs from individuals' views, you must explain your reasons
Comments:		
This DPIA will kept under review by:		The DPO should also review ongoing compliance with DPIA

27. Appendix C - Subject Access Request (SAR) Template

This form is based on the Information Commissioner's Office template SAR.

Note that this is a template only, the Trust will accept SAR's in other forms, this template is designed to improve the Trust's response and ensure that we have all of the information we require in order to support your request.

Dear Mr. D. Clay (Data Protection Officer, Hadrian Learning Trust.

Please provide me with the information about me / my child that I am entitled to under the UK General Data Protection Regulation (UK GDPR). This is so I can be aware of the information you are processing about me and verify the lawfulness of the processing.

Here is the necessary information:

My name:	
Relationship with the school:	*Please select:* *Pupil / parent / carer/ employee / governor / volunteer* *Other (please specify):*
Correspondence address:	
Contact number:	
Email address:	
Details of the information requested:	Please provide me with: *Insert details of the information you want that will help us to locate the specific information. Please be as precise as possible, for example:* *My personnel file / My child's medical records / My child's behaviour record, held by [insert class teacher]*

If you need any more information from me, please let me know as soon as possible. Please bear in mind that, in most cases, you must supply me with the information within 1 month and free of charge.

Yours sincerely,

28. Appendix D - Subject Access Request Reply (SAR) Template

Note that communication should be sent on school letterhead

Re: Subject access request

Date [insert date of communication]

Dear [insert the name of the individual who submitted the subject access request]

Please find enclosed the information that you requested under the UK General Data Protection Regulation (UK GDPR).

Your name	[Insert requester's name]
Your relationship with the school	[Pupil / parent / carer/ employee / governor / volunteer / other (specify)]
Details of the information you requested/enclosed	[examples, may be: › Your personnel file › Your child's medical records › Your child's behaviour record, held by [insert class teacher's name] › Emails between 'person A' and 'person B' between [date]]
Date you requested the information	[Insert date]
Date we supplied the information	[This must be within 1 month of the above date, except in the case of an extension or delay, e.g. in receiving ID]
Format we supplied the information	[For example, encrypted USB stick accompanying this letter]

If you need any further advice relating to your subject access request, you can contact our Data Protection Officer: Mr. D. Clay via the school's main office; Admin@qehs.net

Yours sincerely,

[Name and position]