



Youth Engagement Schools Trust

Data Protection Policy

Approved by: Board of Trustees

Reviewed by: Chris Hepfinstall, Nic Brindle, Philip Crilly - DPO

Latest Policy review: Spring 2022 – Full Board Meeting – 4th April 2022

Next Policy review date: Spring 2023

Introduction

The Youth Engagement Schools Trust (YES Trust) will comply with the demands of the General Data Protection Regulation (GDPR), and the Data Protection Act 2018. The Trust regards the security of personal data as one of its most important responsibilities, and will constantly review and improve processes and procedures to ensure that personal data is only viewed by those that need it.

Members of staff will gain familiarisation with the requirements of the GDPR either in a staff briefing or as part of their induction, and further CPD. All staff undertake annual online Data Protection training as part of the Trust's ongoing work to protect personal data.

This policy follows guidance issued by the Information Commissioner's Office (ICO) and the Department for Education (DfE).

The Trust is a Data Controller as data is processed that is the personal information of pupils, families, staff, visitors and other Trust users.

The Trust is a Data Processor as it processes data on behalf of other public bodies such as the DfE.

Definitions

Data processing

The acquisition, storage, processing and transmission of data

Data subject

Any identifiable person whose data is processed

Consent

Must be freely given, specific and an unambiguous indication of the subject's wishes. It must be recorded and available to an audit. A person must be 13 years old in order to record their consent.

Cross-border processing

The GDPR covers all EU states and will remain part of UK law. Data cannot be stored beyond the EU and UK borders (the exact borders are those of the European Economic Area)

Sensitive data

The GDPR/ICO requires that particular care is taken with the following data

- Data regarding children
- Health (physical, mental, genetic)
- Ethnicity
- Religion
- Sexuality
- Performance management and trade union membership

Filing system

Any structured set of personal data, however stored in any format (physical or digital) that can be processed

Personal data breach

A breach of data security leading to the accidental or unlawful destruction, loss, theft, alteration, unauthorised disclosure, destruction, sale or access to any processed data. Data subjects affected by a data breach must be informed of the breach within 72 hours. Breaches must be reported to the ICO within 72 hours.

Pseudonymisation

The act of making data anonymous. There must be security between pseudonymised data and any data that could re-identify a person.

Password protection

The act of 'locking' a device or document. The information remains readable beyond the password.

Encryption

The act of encoding all the information beyond a password or code.

Legal basis

The Trust decides, and registers with the ICO, upon which legal basis it processes data. As a public body with set duties the Trust uses the following bases for processing and controlling data

Legal basis: **Public Task**

- Admissions
- Attendance
- Assessment
- Pupil and staff welfare
- Safe recruitment
- Staff training
- Performance Management

Legal basis: **Consent**

- Various uses of photographs and moving images
- Trade union membership
- Staff ethnicity, religion and health data (Note the Staff Privacy Statement)
- The use of data to promote the social life of the Trust community

Legal basis: **Contract**

- When processing is required to carry out the performance of a contract

Personal data

Anything that might lead to the identification of a person: name, number, characteristics, photograph, correspondence.

Data portability, data subject access request

Data subjects (or a child's parents/carers) may request access to a copy of all their data. The Trust has established an efficient means of accomplishing this task which may not carry a charge and will be completed within 15 working days. Data subjects may request that data is brought up-to-date or made more accurate.¹

Principles

- Personal data must be processed lawfully, fairly and transparently
- Personal data can only be collected for specific, explicit and legitimate purposes
- Personal data must be adequate, relevant and limited to what is necessary for processing
- Personal data must be accurate and kept up-to-date
- Personal data may identify the data subject only as long as is necessary for processing
- Personal data must be processed in a manner that ensures its security
- Any breaches in data security must be reported to the ICO within 72 hours
- The Trust must report any breaches caused by third parties who have access to Trust users' data within 72 hours.
- The Trust must inform any data subject (person identified in data) where a data breach may have led to the unauthorised access to their personal information

Roles and Responsibilities

The Trust/Academy Privacy Statements set out in detail how the Trust will maintain the security of users' data. The Acceptable Use Policies set out the duties of the staff and other Trust users in supporting data security.

Within each Academy the security of data is coordinated by the Headteacher, supported by The Director of Business and the Chief Executive Officer.

The Trustee with special responsibility for data security is Robert Halsall.

The Trust has appointed a **Data Protection Officer** who has responsibility for overseeing the implementation of this policy and all GDPR related documents. The DPO will monitor compliance, report to the Trust Executive leadership and Senior Leaders within its Academies and support the Trust with updates and interpretations as the GDPR develops.

The DPO will liaise between the Trust and the ICO and must be informed as soon as is practicable of any personal data security breach.

The DPO will support the Trust in its communication with schools users (pupils, families, parents, governors, contractors and visitors) about the school's GDPR procedures. This will include the drafting of privacy statements, acceptable use policies and data subjects rights.

Data subject requests should be made in writing to the DPO. The DPO might have to respond to any or all of the following

- Why the data is processed
- On which basis
- Who has seen it
- How long it will be stored for
- Where the data was sourced
- Whether decisions have been based on the data

Children below the age of 13 do not have the right to make a subject access request, so requests must be made by parents. The trust/school may take into account the views of a pupil.

The Trust's DPO is:

Phil Crilly of Safeguarding Monitor Ltd (Impero Software)
 Oak House, Mere Way, Ruddington Fields Business Park, Ruddington,
 Nottingham, NG11 6JS
 GDPR@imperosoftware.com
 44 (0) 1509 606529

The DPO's duties are set out in greater detail in the service level agreement and contract held between the Trust and Safeguarding Monitor. Staff should contact the DPO should they believe that this policy and/or the privacy statements and/or the acceptable use policies are not being followed.

Data Audit

The Trust will carry out a data audit with support from Safeguarding Monitor and their technical support company. Within the audit the Trust will record all third parties' compliance with the GDPR if those third parties process data for any school/trust users. Such confirmation will, from now on, be an essential part of any contract with third parties when the processing of school users' data is involved. The Trust will not share data, or have any data processed, by any third parties who do not confirm their compliance with GDPR requirements.

Preferably companies that process school users' data will have certification to ISO27001.

The audit will also check the security of physical and digital records and devices.

Processing Records

To meet the ICO's recommendation that 'scrupulous records' are developed the Trust will record its processing of data and the results of its data audit. It will record the ongoing security measures for physical and digital filing systems. Confirmation of compliance by third parties accessing any Trust user data will be recorded.

In broad terms the Trust will record which data has been processed (including deletions when data should no longer be stored) on which legal basis.

Consent replies are recorded within the system.

Sharing Data

Personal data may be shared with third parties to;

- Protect the vital interests of a child
- Protect the vital interests of a member of staff
- To prevent or support the detection of fraud or other legal proceedings
- When required to do so by HMRC

CCTV

CCTV is used to support the safety and security of Academy users in Trust settings. We adhere to the ICO's code of practice for its use. Although consent is not required for its use prominent notices inform setting users/visitors that CCTV is used within each school site where applicable.

Photographs and moving images

Consent is requested from parents and staff for the use of images. Letters requesting consent outline the choices that pupils and staff may make for the use of their images.

The school may seek consent to use photographs for the following purposes:

- To support school user welfare (identity and security)
- To celebrate achievement within the classroom
- To celebrate achievement within the school
- To celebrate achievement in the printed press
- To celebrate achievement online

The school's specific data security measures - data protection by design

- A. All IT systems - mobile devices, laptops, tablets, mobile phones and any device capable of processing data, will be password protected.
- B. All IT systems will be kept securely; the server and hard disks will be in a locked cabinet and the server room locked when the school is closed and at other times of reduced security; desktop computers and portable devices will be sited/stored in secure places.
- C. Staff are expected to ensure the safety of their allocated school devices: devices may not be left unattended in cars at any time and they must be kept out of sight if taken home.
- D. All passwords must be 'strong;' (at least 8 characters with a mixture of upper and lower case letters, numbers and symbols), the Trust will require regular changing of passwords.
- E. No passwords will be written down or shared; advice is available on the safe storage of passwords.
- F. The school will devise granulated levels of access as appropriate to staff responsibilities for access to personal data.
- G. Devices that are used to process sensitive data and/or are vulnerable to theft should be secured with encryption.
- H. All emails containing personal data will use school systems and be encrypted

- I. All deleted data will be deleted in a secure manner: physical data will be shredded and digital data will fully be deleted with trash / junk emptied regularly. Hard disks no longer required will have the data on them deleted and the deletion certified by Owness Solutions.
- J. Only data that is necessary for the effective performance of the school will be processed.
- K. Data protection will be integrated into all appropriate policies and procedures (e.g. staff induction).
- L. Staff will be updated with any significant interpretations or developments of the GDPR.
- M. The school will have data impact assessments in place to protect vulnerable data subjects and sensitive data.
- N. Data contained within an email, or attached to an email, will be transferred to a secure folder and the email deleted.
- O. Physical data will be kept securely, having regard to the sensitivity of the data and the vulnerability of the data subject e.g. medical data will be accessible to those who need to support a school user's needs, but not to others. Physical records must always be stored in locked cabinets, in office/admin areas where access is also restricted.
- P. All school users will handle personal data with care: it will not be left unattended (unattended computers must be locked), school users will not allow others to oversee personal data (screens must be positioned with care); papers must not be left where others can see them.
- Q. All computers that might be used to process data will be set to lock (a screensaver will activate) after 10 minutes of inactivity.
- R. The Headteacher and/or the DPO will approve who and how personal data is stored on mobile devices.
- S. All digital data that is stored will be backed up on at least password protected devices.
- T. Personally owned devices will not be used for the storage of school personal data.

Data breaches

All staff must report to a member of the SLT or the DPO any suspected data breaches (the loss, theft, unauthorised access to data etc.) immediately. It will be for the SLT/DPO to decide whether to the suspected data breach warrants reporting to the ICO. A data breach would include the accidental sharing of personal data via a wrongly addressed email.

Training

All staff will receive basic training in the requirements of the GDPR via the Trust's online training platform. The training will be recorded in the data audit and/or the data processing records. Governors will also receive a briefing. Data protection will form a part of pupils' e-safety education. The Trust will keep staff, trustees, and governors up to date with guidance, changes, and interpretations to data protection law.

Data Protection Impact Assessment (DPIA)

For any changes in the Trust's most sensitive data processing activities, the Trust will have completed a DPIA to ensure that the risk to individuals of a data breach is minimised, as should be the risk to the Trust's reputation. Staff involved in processing the school/Trust's most sensitive data will have to record their reading and understanding of the relevant DPIA.

Monitoring

The DPO will lead the formal monitoring of the school's compliance with the GDPR. Every member of staff and governor shares a responsibility to monitor compliance and to report any suspected failures to comply.

Footnotes

1. Data subjects' rights include
 - The right to be informed
 - The right of access
 - The right to object
 - The right to be forgotten (this might prove impossible in the Trust context)
 - The right of rectification (any inaccurate data must be corrected)

2. In deciding whether to pass on a suspected data breach to the ICO the DPO will consider whether the data breach might affect a person's
 - Reputation
 - Confidentiality
 - Financial wellbeing
 - A loss of control over their data
 - Make them vulnerable to discrimination
 - Their rights and freedoms