



SHEEN MOUNT PRIMARY SCHOOL

DATA PROTECTION POLICY

Committee ownership for this policy	Full Governing Body
Required by: <ul style="list-style-type: none">• Where S is indicated, the requirement is statutory• Where R is indicated, the requirement is recommended	S
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1 POLICY STATEMENT

- 1.1 Sheen Mount Primary School ('the School', 'we', 'us' and 'our') is committed to upholding individuals' rights to have their Personal Data protected. This policy is designed to take into account the General Data Protection Regulation.
- 1.2 While carrying out its functions, the School will collect, store and process Personal Data about students, parents, employees and other third parties. Proper treatment of these data is essential and in line with the School's values.
- 1.3 School staff are obliged to comply with this Policy when processing Personal Data on our behalf. Any breach of this Policy by School staff may result in disciplinary or other action.

2 ABOUT THIS POLICY

- 2.1 The School holds Personal Data about current, past and prospective students, parents, employees and others with whom the School communicates. Personal data may be recorded on paper or stored electronically.
- 2.2 This Policy and other documents referred to in it set out the basis on which the School will process any Personal Data it collects from individuals, whether those data are provided to us by individuals or obtained from other sources. It sets out the rules on data protection and the legal conditions that must be satisfied when we obtain, handle, process, transfer and store Personal Data.
- 2.3 This Policy does not form part of any employee's contract of employment and may be amended at any time.
- 2.4 The Data Protection Officer is responsible for ensuring compliance with the Relevant Data Protection Laws and with this Policy. That post is held by Marianne Paemen, School Business Manager, Sheen Mount Primary School, West Temple Sheen, London SW14 7RT, 0208 876 8394, dpo@sheenmount.richmond.sch.uk. Any questions about the operation of this Policy or any concerns that the Policy has not been followed should be referred in the first instance to the Data Protection Officer.

3 DEFINITION OF DATA PROTECTION TERMS

- 3.1 In this Policy, the functions of the School are the provision of education and any pastoral, business, administrative, community or similar activities associated with that provision. References to the School 'carrying out its functions' or similar are references to these activities.
- 3.2 References to 'we' are references to the School.
- 3.3 **Criminal Convictions and Offences** means the commission of, or proceedings for, any offence committed or alleged to have been committed by a person, the disposal of such proceedings or the sentence of any court in such proceedings.
- 3.4 **Data Subjects** means identified or identifiable natural persons whose Personal Data the School holds. This Policy also refers to Data Subjects as 'individuals.'
- 3.5 **Data Controllers** are the people who, or organisations which, determine the purposes for which any Personal Data are processed, including the means of the processing. The School is the Data Controller of all Personal Data used for carrying out its

functions.

- 3.6 **Data Users** are, for the purposes of this Policy, those of our employees whose work involves processing Personal Data. Data Users must protect the data they handle in accordance with this Policy and any applicable data security procedures at all times. This Policy also refers to Data Users as 'School staff' or simply 'staff'.
- 3.7 **Data Processors** include any person or organisation, who is not a member of School staff, which processes Personal Data on our behalf. Employees of Data Controllers are excluded from this definition but it could include suppliers that handle Personal Data on the School's behalf.
- 3.8 **Fair Processing Notices** are documents explaining to Data Subjects how their data will be used by the School.
- 3.9 **Personal Data** means any information relating to an identified or identifiable natural person; an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.
- 3.10 **Personal Data Breach** means a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, Personal Data transmitted, stored or otherwise processed.
- 3.11 **Pseudonymisation** means the processing of Personal Data so that it can no longer be attributed to a specific person without the use of additional information, provided that such additional information is kept separately and is subject to measures to ensure that the Personal Data are not attributed to an identified or identifiable natural person.
- 3.12 **Relevant Data Protection Law** means the General Data Protection Regulation ((EU) 2016/679), [the Data Protection Act 1998 OR insert UK legislation – bill to be tabled 2018], the Privacy and Electronic Communications (EC Directive) Regulations 2003 (SI 2003/2426) and all applicable laws and regulations relating to the processing of Personal Data and privacy as amended, re-enacted, replaced or superseded from time to time and where applicable the guidance and codes of practice issued by the United Kingdom's Information Commissioner.
- 3.13 **Special Categories of Personal Data** (formerly known as 'sensitive Personal Data') include information about a person's racial or ethnic origin, political opinions, religious or similar beliefs, trade union membership, physical or mental health or condition, sexual life or orientation and genetic or biological traits. Special Categories of Personal Data can only be processed under strict conditions.

4 DATA PROTECTION PRINCIPLES

- 4.1 Anyone processing Personal Data for or on behalf of the School must comply with the principles of good practice contained in Relevant Data Protection Law. These principles state that Personal Data must be:
- 4.1.1 processed fairly, lawfully and transparently;
 - 4.1.2 processed for specified, limited and legitimate purposes and in an appropriate way;

- 4.1.3 adequate, relevant and not excessive for the purposes for which they are processed;
- 4.1.4 accurate and, where necessary, kept up to date;
- 4.1.5 not kept longer than necessary for the intended purpose of processing; and
- 4.1.6 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.

The School will keep a record of all data processing activities and must be able to demonstrate its compliance with these principles and with the wider requirements of Relevant Data Protection Law.

5 FAIR, LAWFUL AND TRANSPARENT PROCESSING

- 5.1 For Personal Data to be processed lawfully, they must be processed on the basis of one of the legal grounds set out in Relevant Data Protection Law. These include, but are not limited to:
 - 5.1.1 the individual's explicit consent to the processing for one or more specified purposes;
 - 5.1.2 that the processing is necessary for the performance of a contract with the individual or for the compliance with a legal obligation to which the School is subject;
 - 5.1.3 that the processing is in the public interest; or
 - 5.1.4 that the processing is in the legitimate interest of the School or relevant third parties to which the data are disclosed, so long as this is balanced with the rights and freedoms of the individual.
- 5.2 Where a type of Data Processing is likely to pose a high risk to individuals' rights and freedoms, for example should the school consider introducing closed-circuit television on the school site, the School will carry out an appropriate Privacy Impact Assessment.
- 5.3 *Special Categories of Personal Data*
- 5.4 When Special Categories of Personal Data are being processed, the individual's explicit consent to processing of those data must be obtained unless the processing:
 - 5.4.1 is necessary for the purposes of carrying out the obligations and exercising specific rights of the School or of the individual in the field of employment and social security and social protection law;
 - 5.4.2 is necessary for the assessment of the working capacity of an individual where the individual is an employee or for the provision of health or social care;
 - 5.4.3 relates to Personal Data which are manifestly made public by the individual;
 - 5.4.4 is necessary for reasons of substantial public interest; or

- 5.4.5 is necessary to protect the vital interests of the individual.
- 5.5 Processing of data relating to Criminal Convictions and Offences can only take place under control of an official authority, such as instructions from the police or an order of the court, or where UK or EU law states that processing must take place.
- 5.6 *Consent of adults and organisations*
- 5.7 Where an individual gives consent to Data Processing, that consent must be freely given, specific, informed and unambiguous and should be either in the form of a statement (whether or not prepared by the School) or a positive action demonstrating consent. Any requests that the School makes for consent must be in clear language.
- 5.8 An individual has the right to withdraw consent at any time and will be informed of this right and how to exercise it when the School requests consent.
- 5.9 *Consent of children and young people*
- 5.10 Parental consent to Data Processing must be obtained for pupils or other children younger than 13 years of age.
- 5.11 A young person aged 13 or over is, except where there are issues over mental capacity, able to give valid consent.

6 PROCESSING FOR SPECIFIED, LIMITED AND LEGITIMATE PURPOSES

- 6.1 In the course of carrying out its functions, the School may collect and process the Personal Data set out in the Schedule. This may include data we receive directly from an individual (for example, by completing forms or by corresponding with us by post, phone, email or otherwise) and data we receive from other sources (including, for example, the local authority or other public bodies, business suppliers or service providers, professional advisers and others).
- 6.2 The School will only process Personal Data for the specific purposes set out in the Schedule or for any other purposes specifically permitted by Relevant Data Protection Law. We will explain those purposes to the Data Subject.

7 ADEQUATE, RELEVANT AND NON-EXCESSIVE PROCESSING

- 7.1 We will only collect Personal Data to the extent that it is required for the specific purpose notified to the individual;
- 7.2 If a member of staff has any doubt as to whether any processing exceeds the purposes for which that data were originally collected, he or she should notify the Data Protection Officer.

8 ACCURATE AND UP-TO-DATE DATA

- 8.1 We will ensure that Personal Data we hold are accurate and kept up to date. We will check the accuracy of any Personal Data at the point of collection and at regular intervals afterwards. We will take all reasonable steps to destroy or amend inaccurate or out-of-date data.
- 8.2 It is the responsibility of staff to ensure that Personal Data is accurate and kept up to date. Further, parents and anyone who provides Personal Data should also inform the School as soon as possible if there is any change to their Personal Data.

9 **TIMELY PROCESSING**

- 9.1 We will not keep Personal Data longer than is necessary for the purpose or purposes for which they were collected. We will take all reasonable steps to destroy, or erase from our systems, all data which are no longer required. We will be guided by the Information Records Management Society and DfE guidance in respect of decision making concerning the retention of Personal Data.
- 9.2 If a member of staff has any doubt as to whether any Personal Data has been or will be kept longer than is necessary for the purpose or purposes for which they were collected, he or she should notify the Data Protection Officer.

10 **PROCESSING SECURELY AND IN LINE WITH DATA SUBJECTS RIGHTS**

- 10.1 We are committed to upholding the rights of individuals to access Personal Data the School holds on them.
- 10.2 We will process all Personal Data in line with individuals' rights, in particular their rights to:
- 10.2.1 be informed, in a manner which is concise, transparent, intelligible and easily accessible and written in clear and plain language, of the purpose, use, recipients and other processing issues relating to data;
 - 10.2.2 receive confirmation as to whether your Personal Data is being processed by us;
 - 10.2.3 access your Personal Data which we are processing only by formal written request. We may charge you for exercising this right if we are allowed to do so by Relevant Data Protection Law. School employees who receive a written request should forward it to their line managers and the Data Protection Officer immediately;
 - 10.2.4 have data amended or deleted under certain circumstances where data is inaccurate or to have data completed where data is incomplete by providing a supplementary statement to the School (see also Clause 8);
 - 10.2.5 restrict processing of data if one of the following circumstances applies:
 - a) the accuracy of the personal data is contested by the data subject, for a period enabling the controller to verify the accuracy of the personal data;
 - b) the processing is unlawful and the data subject opposes the erasure of the personal data and requests the restriction of their use instead;
 - c) the controller no longer needs the personal data for the purposes of the processing, but they are required by the data subject for the establishment, exercise or defence of legal claims;
 - d) the data subject has objected to processing pending the verification whether the legitimate grounds of the controller override those of the data subject.
 - 10.2.6 Where processing has been restricted, as above, such personal data shall, with the exception of storage, only be processed with the data subject's

consent or for the establishment, exercise or defence of legal claims or for the protection of the rights of another natural or legal person or for reasons of important public interest of the Union or of a Member State and the data subject shall be informed.

- 10.2.7 where processing is restricted under one of the grounds in Clause 10.2.5, the data shall only be processed with the individual's consent or in relation to the establishment, exercise or defence of legal claims or for the protection of the rights of another natural or legal person or for reasons of important public interest of the European Union or the United Kingdom;
 - 10.2.8 an individual who has obtained restriction of processing under Clause 10.2.5 shall be informed by the School before the restriction of processing is lifted;
 - 10.2.9 receive data concerning the individual, which he or she has provided to the School and is processed by automated means, in a structured, commonly used and machine-readable format and to transmit those data to another controller without hindrance from the School;
 - 10.2.10 object to data processing on grounds relating to his or her particular situation unless the School demonstrates compelling legitimate grounds for processing which overrides the interests, rights and freedoms of the individual or for to the establishment, exercise or defence of legal claims; and
 - 10.2.11 not to be subject to a decision based solely on automated decision-making and profiling which produces legal effects concerning him or her or similarly significantly affects him or her unless the decision is based on the individual's explicit consent.
- 10.3 It is the responsibility of all staff to ensure that any request by an individual under Clause 10.1 is brought to the attention of the Data Protection Officer without undue delay.
- 10.4 The School may refuse a request by an individual wishing to exercise one of the above rights in accordance with Relevant Data Protection Law.
- 10.5 The School shall provide information on action taken on a request under Clause 10.1 to the individual within one month of receipt of the request unless the School deems it necessary to extend this period by two further months where the request is complex and informs the individual of such extension with reasons within one month of receipt of the request.
- 10.6 If a request under Clause 10.2 is unfounded or excessive, the School may charge a reasonable fee for providing the information or refuse the request.
- 10.7 When receiving telephone enquiries, we will only disclose Personal Data we hold on our systems if the following conditions are met:
- 10.7.1 We will check the caller's identity to make sure that information is only given to a person who is entitled to it.
 - 10.7.2 We will suggest that the caller put his or her request in writing if we are not sure about the caller's identity and where their identity cannot be checked.

10.8 Our employees will refer a request to [their line managers and] the Data Protection Officer for assistance in difficult situations. Employees should not be bullied into disclosing personal information.

11 NOTIFYING DATA SUBJECTS

11.1 If we collect Personal Data directly from individuals, we will at the time of collection inform them about the processing including:

11.1.1 the identity and contact details for the School and its Data Protection Officer;

11.1.2 the purpose or purposes for which we intend to process those Personal Data;

11.1.3 the types of third parties, if any, with which we will share or to which we will disclose those Personal Data; and

11.1.4 the means, if any, by which individuals can limit our use and sharing of their Personal Data.

11.2 If we receive Personal Data from a source other than the individual we will, except in certain circumstances, provide the individual with the information in Clause 11.1 above at the following times:

11.2.1 within one month of receiving the Personal Data;

11.2.2 if the Personal Data are to be used for communication with the individual, at the time of the first communication to the individual;

11.2.3 if a disclosure to another recipient is envisaged by us, at the time of the disclosure to that recipient.

11.3 A notification in the form of a Fair Processing Notice will be in writing or via a link to our website, unless the individual requests an oral notification.

11.4 We will also inform individuals whose Personal Data we process that the School is the Data Controller with regard to those data and who the Data Protection Officer is.

12 DATA SECURITY

12.1 We will take appropriate security measures against unlawful or unauthorised processing of Personal Data, and against the accidental loss of, or damage to, Personal Data.

12.2 We will put in place procedures and technologies to maintain the security of all Personal Data from the point of collection to the point of destruction. Personal Data will only be transferred to a Data Processor if he or she agrees to comply with those procedures and policies, or if he or she puts in place adequate measures.

12.3 School staff can find details of their obligations in relation to security of Personal Data in this Policy, the Fair Processing Notice, the Safeguarding Policy, the eSafety Code of Conduct signed by all new members of staff upon joining the school, and the Sheen Mount User Guide issued to all staff on an annual basis.

12.4 All School staff must:

- 12.4.1 assist the School in upholding individuals' data protection rights;
 - 12.4.2 only act in accordance with the School's instructions and authorisation;
 - 12.4.3 notify the Data Protection Officer immediately of any Personal Data Breaches, allegations of Personal Data Breaches or suspicions of Personal Data Breaches in accordance with Clause 12.5;
 - 12.4.4 comply at all times with the terms of any agreements with the School and with their responsibilities under Relevant Data Protection Law;
 - 12.4.5 satisfy the School, within a reasonable period following request, of their compliance with the provisions of Clause 12.4.4.
- 12.5 The School will notify the Information Commissioner's Office of any Personal Data Breaches without undue delay.
- 12.6 We will maintain data security by protecting the confidentiality, integrity and availability of the Personal Data, defined as follows:
- 12.6.1 **Confidentiality:** only people who are authorised to use the data can access them;
 - 12.6.2 **Integrity:** Personal Data should be accurate and suitable for the purpose for which they are processed;
 - 12.6.3 **Availability:** authorised users should be able to access the data if they need it for authorised purposes. Personal Data should therefore be stored on the School's central computer system instead of on individual computers, tablets or other media.
- 12.7 Security procedures include:
- 12.7.1 **Entry controls:** any stranger seen in entry-controlled areas should be reported.
 - 12.7.2 **Secure lockable desks and cupboards:** desks and cupboards should be kept locked if they hold confidential information of any kind (personal information is always considered confidential.)
 - 12.7.3 **Methods of disposal:** paper documents should be shredded. Digital storage devices should be professionally processed and physically destroyed when they are no longer required.
 - 12.7.4 **Equipment:** School staff must ensure that individual monitors do not show confidential information to passers-by and that they log off from their computers, tablets or other devices when left unattended.
 - 12.7.5 **Data storage methods:** measures to store data securely, such as Pseudonymisation or key-coding, will be implemented where appropriate.
- 12.8 The School shall, both at the time of the determination of the means for processing and at the time of the processing itself, implement appropriate technical and organisational measures designed to implement data-protection principles and to integrate the necessary safeguards into processing activities.

- 12.9 The School shall implement appropriate technical and organisational measures for ensuring that, by default, only Personal Data which are necessary for each specific purpose of the processing are processed.

13 REGISTER OF BREACHES

- 13.1 The School must maintain an accurate and up-to-date register of all Personal Data Breaches. If anyone becomes aware of a data protection breach they must inform the School immediately.

14 DATA PROTECTION OFFICER

- 14.1 The Data Protection Officer is responsible for ensuring compliance with Relevant Data Protection Law and with this Policy. That post is held by Marianne Paemen, School Business Manager, Sheen Mount Primary School, West Temple Sheen, SW14 7RT, 020 8876 8394, dpo@sheenmount.richmond.sch.uk. The Data Protection Officer reports to the School's Headteacher and Chair of Governors but fulfils her data protection functions independently.
- 14.2 Any questions about the operation of this Policy or any concerns that the Policy has not been followed should be referred in the first instance to the Data Protection Officer.
- 14.3 Where a Personal Data Breach has occurred, it will be for the Data Protection Officer to decide whether, under the circumstances and in accordance with Relevant Data Protection Law, the individual concerned must be informed of the breach.

15 USING DATA PROCESSORS

- 15.1 The School retains the right to engage by written contract any person or organisation, who is not a member of School staff, to process Personal Data on our behalf.
- 15.2 Data Processors must:
- 15.2.1 assist the School in upholding individuals' data protection rights;
 - 15.2.2 only act in accordance with the School's instructions and authorisation;
 - 15.2.3 maintain a written record of processing activities carried out on behalf of the School and provide this to the School within a reasonable period following request;
 - 15.2.4 notify the School of Personal Data Breaches without undue delay and maintain a register of breaches in accordance with Clause 13;
 - 15.2.5 comply at all times with the terms of any agreements with the School and with their responsibilities under Relevant Data Protection Law;
 - 15.2.6 satisfy the School, within a reasonable period following request, of their compliance with the provisions of Clause 12.4.4.

16 TRANSFERRING PERSONAL DATA TO A COUNTRY OUTSIDE THE EEA

- 16.1 Individuals have particular rights with regard to transfers of their Personal Data outside the European Economic Area ('EEA'). Circumstances in which the School may need to transfer data outside the EEA might include use of IT services hosted overseas, arrangement and administration of school trips and cultural exchange projects.

- 16.2 Subject to the requirements in Clause 12.1 above, Personal Data we hold may also be processed by staff operating outside the EEA who work for us or for one of our suppliers. Those staff may be engaged, among other things, in the processing of payment details and the provision of support services.
- 16.3 We may transfer any Personal Data we hold to a country outside the EEA provided that:
 - 16.3.1 the transfer to the country or countries in question is permitted by Relevant Data Protection Law; and
 - 16.3.2 any transfer to a country or countries outside the EEA is subject the escalation procedure under Clause 16.4.
- 16.4 Before a transfer of Personal Data is made outside the EEA, the following safeguards must be provided to ensure that the rights of Data Subjects and effective legal remedies for Data Subjects are available:
 - 16.4.1 confirmation by implementing act by the European Commission of the adequacy of the level of protection afforded by the relevant third country
 - 16.4.2 standard data protection Clauses adopted by the European Commission in accordance with Relevant Data Protection Law must be included in relevant documentation;
 - 16.4.3 ensuring explicit consent is given by the Data Subject to the proposed transfer after having been informed of the possible risks of such transfer;
 - 16.4.4 confirmation that the transfer is necessary for the conclusion or performance of a contract concluded in the interest of the Data Subject;
 - 16.4.5 confirmation that the transfer is necessary for important reasons of public interest,
 - 16.4.6 the Data Protection Officer must authorise the transfer.

17 **DISCLOSURE AND SHARING OF PERSONAL INFORMATION**

- 17.1 We may also disclose Personal Data we hold to third parties:
 - 17.1.1 if we are under a duty to disclose or share an individual's Personal Data in order to comply with any legal obligation;
 - 17.1.2 in order to enforce or apply any contract with the individual or other agreements; or
 - 17.1.3 to protect our rights, property, or safety of our employees, customers, or others. This includes exchanging information with other companies and organisations for the purposes of child welfare and fraud protection.
- 17.2 We may also share Personal Data we hold with selected third parties for the purposes set out in the Schedule.

18 **REQUESTS FOR INFORMATION**

- 18.1 Requests for information may take the following forms:

- 18.1.1 Requests for education records.
 - 18.1.2 Freedom of information requests.
 - 18.1.3 Subject access requests.
- 18.2 Where a person with parental responsibility requests information about a child's educational records then these should be provided.
- 18.3 If a person makes a request for information under the Freedom of Information Act then the information should usually be provided unless there are some specific concerns about disclosing the information. Common concerns in the school context may be that information relates to other people, is confidential or legally privileged. There is extensive guidance on the ICO website. If a freedom of information request is made and there are any concerns about disclosing information then the Data Protection Officer should be contacted.
- 18.4 If a person makes a subject access request then they are requesting the personal information that the School has about them. There are exemptions to disclosing some information but these are more limited as a person has a right to know what information is held on them. If a subject access request is made then the Data Protection Officer should be contacted immediately.

19 **CHANGES TO THIS POLICY**

We reserve the right to change this Policy at any time. Where appropriate, we will notify individuals of those changes by mail or email.

Schedule Data processing activities

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
Contact details	Parents/ guardians	Electronic storage	Administration related to provision of education and pupil welfare	Vital Interests; Public Interest;	Teaching, support and administrative staff	The file should follow the pupil when he/she leaves the primary school. Or DOB + 25
	Pupils	Written correspondence	School trips and activities management	Contractual Performance;	Third parties appropriately chosen by the School	
	Next of kin		Insurance	Legal Obligation	The local authority and other state bodies	Termination of employment Files 6 years
	Employee		Supporting learning		Appropriate community services	
	Governors		Monitoring and reporting on pupils' progress		Youth support services	
	Volunteers		Providing appropriate pastoral care		Department for Education (DfE)	
		Health and safety		Third parties designated by the DfE		
	Employment		Assessments and Exam Boards			
	Provision of paid services including music tuition					

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
Admission process	Parents/ guardians Pupils Next of kin	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare	Vital Interests; Public Interest; Contractual Performance; Legal Obligation	Teaching, support and administrative staff The local authority and other state bodies Department for Education (DfE)	Successful Date of admission + 1 year Unsuccessful Resolution of the case + 1 year Register of admission every entry in the admission register + 3 years after the data on which the entry was made
Medical information	Pupils Employees	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Providing appropriate pastoral care Health and safety	Vital Interests; Public Interest; Legal Obligation	Teaching, support and administrative staff; The NHS/Medical Staff	Until the pupil leaves his/or her School
Special educational needs	Pupils	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Providing appropriate pastoral care Health and safety School trips and activities management	Vital Interests; Public Interest; Legal Obligation	Teaching, support and administrative staff; School nurses; The NHS Third parties appropriately chosen by the School	DOB + 25 years

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
			Supporting learning		Appropriate community services Youth support services Local authority	
Religious belief	Pupils Employees	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare School trips and activities management Providing appropriate pastoral care For purposes of the PREVENT scheme	Public Interest; Legal Obligation	Teaching, support and administrative staff Third parties appropriately chosen by the School	Until the pupil leaves his/or her School or DOB + 25 years
Sexual orientation	Employees	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Providing appropriate pastoral care	Public Interest	Teaching, support and administrative staff Appropriate community services The NHS/Medical Staff	Until the pupil leaves his/or her School
Ethnic group	Pupils Employees	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare	Public Interest; Legal Obligation	Teaching, support and administrative staff Appropriate community services	Until the pupil leaves his/or her School

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
					Youth support services Local authority Department for Education (DfE) Third parties designated by the DfE	
Disciplinary history	Employees	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Developing our understanding of our workforce	Public Interest; Legal Obligation	Teaching, support and administrative staff	Disciplinary papers, refer to policy as level of disciplinary will vary for timescale.
Vocational learning and qualifications	Employees	Electronic storage Written correspondence	Employment application process Developing our understanding of our workforce Assisting with the development of recruitment and retention policies and practices	Public Interest; Legal Obligation	Teaching, support and administrative staff	Termination of employment Files + 6 years
Attendance history	Pupils	Electronic storage	Administration related to provision of education	Public Interest;	Teaching, support and administrative staff	*Every entry in the attendance

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
*Visitor Book, signing in sheet	<p>Employees</p> <p>Parents/ guardians</p> <p>Governors</p> <p>Volunteers</p> <p>Visitors</p> <p>Contractors</p>	Written correspondence	<p>and assessing the quality of our services</p> <p>Enabling individuals to be paid</p> <p>Developing our understanding of our workforce</p>	Legal Obligation	<p>Third parties appropriately chosen by the School</p> <p>The local authority and other state bodies</p> <p>Department for Education (DfE)</p>	<p>register must be preserved for a period of three years after the date on which the entry was made. Current academic year + 2</p> <p>Termination of employment Files + 6 years,</p>
National curriculum examination results	Pupils	<p>Electronic storage</p> <p>Written correspondence</p>	<p>Administration related to provision of education and pupil welfare</p> <p>Monitoring and reporting on pupil progress</p>	Public Interest; Legal Obligation	<p>Teaching, support and administrative staff</p> <p>Third parties appropriately chosen by the School</p> <p>The local authority and other state bodies</p> <p>Department for Education (DfE)</p> <p>Third parties designated by the DfE</p> <p>Exam Boards</p>	<p>Information should be added to the pupil file DOB + 25</p> <p>All uncollected certificates should be returned to the examination board.</p>

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
Photographs	Pupils Employees	Electronic storage Physical displays	Administration related to provision of education and pupil welfare Identification of pupils Marketing	Public Interest Consent	Teaching, support and administrative staff Third parties appropriately chosen by the School The local authority and other state bodies Appropriate community services Youth support services Members of the public viewing marketing materials The Police The NHS/Medical Staff	As deem suitable length to store photos for historical purpose without any personal information attached with them.
CCTV footage	Pupils Employees Parents Governors Volunteers	Electronic storage	Administration related to provision of education and pupil welfare Promoting and protecting health and safety	Consent Public Interest	Teaching, support and administrative staff The Police	30 days

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
	Contractors Other third parties					
Family information	Pupils Employees	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Providing appropriate pastoral care	Public Interest; Legal Obligation	Teaching, support and administrative staff	DOB + 25 years
Court orders	Pupils Employees Parents	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Providing appropriate pastoral care	Public Interest	Teaching, support and administrative staff	Destroy after 3 years
Destination after leaving school	Pupils	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Monitoring and reporting on pupil progress	Public Interest; Legal Obligation	Teaching, support and administrative staff The local authority and other state bodies Department for Education (DfE) Third parties designated by the DfE Exam Boards	File should follow the pupil when he/she leaves primary school, or DOB + 25

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
Careers guidance	Pupils	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Providing appropriate pastoral care Monitoring and reporting on pupil progress	Public Interest	Teaching, support and administrative staff Third parties appropriately chosen by the School	Until the pupil leaves his/or her School
Education	Pupils	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Monitoring and reporting on pupil progress	Public Interest; Legal Obligation	Teaching, support and administrative staff Third parties appropriately chosen by the School The local authority and other state bodies Appropriate community services Youth support services Department for Education (DfE) Third parties designated by the DfE Exam Boards	File should follow the pupil when he/she leaves primary school, or DOB + 25

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
School Trips	Pupils Employees Volunteers	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Promoting and protecting health and safety Ensuring proper management of school trips and activities	Public Interest Consent Vital Interests	Teaching, support and administrative staff The Police The NHS/Medical Staff	Conclusion of the trip If involved in the incident DoB +25 of pupil The permission slips for all the pupils on the trip need to be retained to show that the rules had been followed for all pupils
After-school Clubs	Pupils Volunteers	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Promoting and protecting health and safety Ensuring proper management of after school clubs and activities	Public Interest Consent Vital Interests	Teaching, support and administrative staff Third parties appropriately chosen by the School Appropriate community services The Police The NHS/Medical Staff	Until the pupil leaves his/or her School
H &S Incident reporting – child Adults	Pupils Parents Employees	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Promoting and protecting health and safety	Public Interest; Legal Obligation	Teaching, support and administrative staff Third parties appropriately chosen by the School	Minor incidents: until pupil / staff leaves school Serious incidents: DOB child + 25 years

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
					<p>The local authority and other state bodies</p> <p>Appropriate community services</p> <p>Department for Education (DfE)</p> <p>Third parties designated by the DfE</p> <p>Appropriate community services</p> <p>The Police</p> <p>The NHS/Medical Staff</p>	Date of the employee's incident + 6 years
H & S Records related to accidents / injury at work	Employees	<p>Electronic storage</p> <p>Written correspondence</p>	<p>Administration related to provision of education and pupil welfare</p> <p>Promoting and protecting health and safety</p>	Public Interest; Legal Obligation	<p>Teaching, support and administrative staff</p> <p>Third parties appropriately chosen by the School</p> <p>The local authority and other state bodies</p> <p>Department for Education (DfE)</p>	Date of incident + 12 years. In the case of serious accidents a further retention period will need to be applied

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
					<p>Third parties designated by the DfE</p> <p>Appropriate community services</p> <p>The Police</p> <p>The NHS/Medical Staff</p>	
Employment and Remuneration Details	Employees	<p>Electronic storage</p> <p>Written correspondence</p>	<p>Enabling employees to be paid</p> <p>Developing our understanding of our workforce</p>	Contractual Performance	<p>Teaching, support and administrative staff</p> <p>Third parties appropriately chosen by the School</p> <p>The local authority and other state bodies</p>	Termination of employment Files 6 years
Child Welfare and Safeguarding	Pupils	<p>Electronic storage</p> <p>Written correspondence</p>	<p>Administration related to provision of education and pupil welfare</p> <p>Providing appropriate pastoral care</p> <p>Promoting and protecting health and safety</p>	<p>Public Interest</p> <p>Vital Interests</p>	<p>Teaching, support and administrative staff</p> <p>The Police</p> <p>The NHS/Medical Staff</p>	DOB of the child + 25, If last point of education. If a child leaves school refer to school safeguarding policy on the transfer of file, (Should be sent securely)

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
Allegation of a child protection nature against a member of staff including where the allegation is unfounded	Employee Volunteer	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare	Public Interest Vital Interests	Teaching, support and administrative staff Third parties appropriately chosen by the School The local authority and other state bodies	Until the person's normal retirement age or 10 years from the date of the allegation whichever is longer. Then REVIEW. Note new allegations that are found to be malicious should be removed from personal files. If found they are to be kept in the file and a copy provided to the person concerned
Free School Meal Eligibility	Pupils	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare	Public Interest Legal Obligation	Teaching, support and administrative staff The local authority and other state bodies Department for Education (DfE) Third parties designated by the DfE	FSM register current year +6 Sch Meals register current + 3 Sch Meals summary sheet current +3
First Language	Pupils Employees	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Providing appropriate pastoral care	Public Interest Legal Obligation	Teaching, support and administrative staff Third parties appropriately chosen by the School	File should follow the pupil when he/she leaves primary school, or DOB + 25

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
					<p>The local authority and other state bodies</p> <p>Appropriate community services</p> <p>Youth support services</p> <p>Department for Education (DfE)</p> <p>Third parties designated by the DfE</p> <p>Exam Boards</p>	
Nationality	<p>Pupils</p> <p>Parents</p> <p>Employees</p>	<p>Electronic storage</p> <p>Written correspondence</p>	<p>Administration related to provision of education and pupil welfare</p> <p>Providing appropriate pastoral care</p>	<p>Public Interest</p> <p>Legal Obligation</p>	<p>Teaching, support and administrative staff</p> <p>Third parties appropriately chosen by the School</p> <p>The local authority and other state bodies</p> <p>Appropriate community services</p> <p>Youth support services</p> <p>Department for Education (DfE)</p>	<p>File should follow the pupil when he/she leaves primary school, or DOB + 25</p>

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
					Third parties designated by the DfE Exam Boards	
Agenda governing body meetings	Pupils Employees Parents Governors	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Health and safety	Public Interest; Legal Obligation	Teaching, support and administrative staff Third parties appropriately chosen by the School The local authority and other state bodies	Indefinite (with meeting report)
Governing body meeting reports	Pupils Employees Parents Governors	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Health and safety	Public Interest; Legal Obligation	Teaching, support and administrative staff Third parties appropriately chosen by the School The local authority and other state bodies	Indefinite (to county archives service if possible)
Reports presented to the governing body	Pupils Employees Parents Governors	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Health and safety	Public Interest; Legal Obligation	Teaching, support and administrative staff Third parties appropriately chosen by the School	6 years or indefinitely if referred to specifically by the governing body minutes

Type of data	Type of Data Subject	Type of processing	Purpose of processing	Lawful Basis for processing	Type of recipient to whom Personal Data is transferred	Retention period
					The local authority and other state bodies	
Records relating to complaints dealt with by the governing body	Pupils Employees Parents Governors	Electronic storage Written correspondence	Administration related to provision of education and pupil welfare Health and safety	Public Interest; Legal Obligation	Teaching, support and administrative staff Third parties appropriately chosen by the School The local authority and other state bodies	
Maternity pay records	Employees	Electronic storage Written correspondence	Developing our understanding of our workforce	Contractual Performance	Third parties appropriately chosen by the School Department for Education (DfE) Third parties designated by the DfE	Current year + 3 years