



Data Protection Policy

Name of Headteacher:	Claire Martin
Date Policy approved and adopted:	March 2024
Date due for review:	March 2027

Equality at Merdon Junior School

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school. (See Initial Equality Impact Assessment)



Merdon Junior School Data Protection Policy (GDPR Compliant)

The school collects and uses personal information (referred to in the General Data Protection Regulation (GDPR) as personal data) about staff, pupils, parents and other individuals who come into contact with the school. This information is gathered in order to enable the provision of education and other associated functions. In addition, the school may be required by law to collect, use and share certain information.

The school is the Data Controller, of the personal data that it collects and receives for these purposes.

The school has a Data Protection Officer, who may be contacted at dpo@merdonschool.co.uk.

The school issues Privacy Notices (also known as a Fair Processing Notices) to all pupils/parents and staff. These summarise the personal information held about pupils and staff, the purpose for which it is held and who it may be shared with. It also provides information about an individual's rights in respect of their personal data

Purpose

This policy sets out how the school deals with personal information correctly and securely and in accordance with the GDPR, and other related legislation.

This policy applies to all personal information however it is collected, used, recorded and stored by the school and whether it is held on paper or electronically.

What is Personal Information/ data?

Personal information or data means any information relating to an identified or identifiable individual. An identifiable individual is one who can be identified, directly or indirectly by reference to details such as a name, an identification number, location data, an online identifier or by their physical, physiological, genetic, mental, economic, cultural or social identity. Personal data includes (but is not limited to) an individual's, name, address, date of birth, photograph, bank details and other information that identifies them.

Data Protection Principles

The GDPR establishes six principles as well as a number of additional duties that must be adhered to at all times:

1. Personal data shall be processed lawfully, fairly and in a transparent manner
2. Personal data shall be collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes (subject to exceptions for specific archiving purposes)
3. Personal data shall be adequate, relevant and limited to what is necessary to the purposes for which they are processed and not excessive
4. Personal data shall be accurate and where necessary, kept up to date

5. Personal data shall be kept in a form that permits the identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed

6. Personal data shall be processed in a manner that ensures appropriate security of the personal

Duties

Personal data shall not be transferred to a country or territory outside the European Economic Area, unless that country or territory ensures an adequate level of data protection.

Data Controllers have a General Duty of accountability for personal data and maintaining the data asset register.

Commitment

The school is committed to maintaining the principles and duties in the GDPR at all times. Therefore the school will:

1. Inform individuals of the identity and contact details of the data controller
2. Inform individuals of the contact details of the Data Protection Officer
3. Inform individuals of the purposes that personal information is being collected and the basis for this
4. Inform individuals when their information is shared, and why and with whom unless the GDPR provides a reason not to do this.
5. If the school plans to transfer personal data outside the EEA the school will inform individuals and provide them with details of where they can obtain details of the safeguards for that information
6. Inform individuals of their data subject rights
7. Inform individuals that the individual may withdraw consent (where relevant) and that if consent is withdrawn that the school will cease processing their data although that will not affect the legality of data processed up until that point.
8. Provide details of the length of time an individual's data will be kept
9. Should the school decide to use an individual's personal data for a different reason to that for which it was originally collected the school shall inform the individual and where necessary seek consent
10. Check the accuracy of the information it holds and review it at regular intervals.
11. Ensure that personal information is not retained longer than it is needed.
12. Share personal information with others only when it is legally appropriate to do so

The Privacy Notices inform individuals of how we comply with the above commitments. The notices are issued to new pupils/staff/governors and updated in line with current legislation.

13. Ensure that only authorised personnel have access to the personal information whatever medium (paper or electronic) it is stored in.
 14. Ensure that clear and robust safeguards are in place to ensure personal information is kept securely and to protect personal information from loss, theft and unauthorised disclosure, irrespective of the format in which it is recorded.
 15. Ensure that personal information is not transferred outside the EEA without the appropriate safeguards
- Points 13 to 15 are complied with through network permissions/passwords, locked screens, Along with network backup systems and data processors privacy statements. All paper records are kept secure through clear desk practice; locked storage with only authorised key holders for access.**

16. Ensure that when information is destroyed that it is done so appropriately and securely.

This is complied with by following the retention schedule and deleting or shredding of documents..

17. Comply with the duty to respond to requests for access to personal information (known as Subject Access Requests)

A SARs request will be processed within 1 month where possible (extended to allow for school holidays)

18. Ensure that all staff and governors are aware of and understand these policies and procedures.

This is complied with through induction, training and agenda items.

Complaints

Complaints will be dealt with in accordance with the school's complaints policy. Complaints relating to the handling of personal information may be referred to the Information Commissioner who can be contacted via the helpline; 0303 123 1113 or at <https://ico.org.uk/make-a-complaint/>

Breaches

In the event of a serious data breach involving the personal data for which the controller (Merdon) is responsible; the Data Protection Officers must report the breach to the ICO. A serious breach is a breach that interferes with the rights and freedoms of the data subject. This must be done within 72 hours of the breach.

Contacts

If you have any enquires in relation to this policy, please contact dpo@merdonschool.co.uk

Review

This policy will be reviewed as it is deemed appropriate, but no less frequently than every 3 years. The policy review will be undertaken by the Data Protection Officer, Headteacher, or nominated representative.