



# The Milford Academy

## General Data Protection Regulations (UK GDPR) Data Protection Policy

To be Ratified at Governors 16<sup>th</sup> May 2024

- M** - Motivated
- I** - Independent
- L** - Learning
- F** - Forward Thinking
- O** - Outstanding
- R** - Respect
- D** - Determined



DOCUMENT PROVENANCE			
Status	Current	Current version no.	1.0
Organisation	NCC/NST	Version date	December 2022
Author	Jeremy Lyn-Cook/NST	Approved by (if applicable)	Ratified by Governors 16 <sup>th</sup> May 2024
Audience	Anyone	Approval date	
Security classification	OFFICIAL	Next review date	Annually To be Reviewed May 2024 Rachel Flynn DPO

DOCUMENT CHANGE HISTORY			
Revision date	Version no.	Author of changes	Summary of changes

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## Data Protection Policy

### 1. Introduction

The Milford Academy aims to ensure that personal information is treated in a lawful, fair and transparent manner. The lawful and correct treatment of personal information is extremely important in maintaining the confidence of those with whom The Milford Academy deals and in achieving its objectives. This policy sets out the basis on which we shall process any personal data from our students, their parents/carers, staff, visitors and other parties from whom data is collected.

We, and therefore any person who handles personal data on behalf of The Milford Academy, fully endorse and adhere to the data protection principles set out in Article 5 of the GDPR and sections 83-89 DPA 2018 as below and shall be responsible for and be able to demonstrate compliance with the principles outlined below:-

#### THE SEVEN DATA PROTECTION PRINCIPLES

Personal Information shall be:

- processed lawfully, fairly and in a transparent manner (**lawfulness, fairness and transparency**)
- collected for specified explicit and legitimate purposes, and shall not be further processed in any manner incompatible with that purpose or those purposes;(**purpose limitation**)
- adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed;(data minimisation)
- accurate and where necessary kept up to date; every reasonable step will 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 (**accuracy**)
- 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 in so far 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 to safeguard the rights and freedoms of the data subject (**storage limitation**)
- 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 (**integrity and confidentiality**)
- kept in a responsible manner and compliance is demonstrated by ensuring there are appropriate measures and records in place along with compliance of all data principles (**accountability**)

## **2. Definitions**

### **Personal data**

Means any information relating to an identified or identifiable natural person (data subject). 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 one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

### **Personal data breach**

Means a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, access to personal data transmitted, stored or otherwise processed.

### **Consent**

Means any freely given, specific, informed and unambiguous indication of wishes, by a statement or clear affirmative action which signifies agreement to the processing of data.

### **Special categories of personal data**

Is personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purposes of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation.

### **Processing**

Includes any operation or set of operations, whether or not by automated means such as collection, recording, organisation, structuring, storage, adaption or alteration, retrieval, use, disclosure, erasure or destruction.

### **Educational records**

Includes any record of information which relates to a pupil and therefore includes any education, health and care plan and any personal education plan. Educational records do not include information which is processed by a teacher solely for the teacher's own use such as lesson plans.

### **Subject Access Request**

Right to access personal data by the parent/carer of the pupil.

### **Data subject**

This will be the person that we collect the data from and about. This will include pupils, students, family members, staff, Governors, volunteers, students, job applicants and visitors.

## **3. Policy Aim**

To ensure The Milford Academy complies with all relevant legislation and good practice to protect all of the personal information that it holds.

#### **4. Policy Objectives**

To achieve the overall aim The Milford Academy will:

- Provide adequate resources to support an effective approach to data protection.
- Respect the confidentiality of all personal information irrespective of source.
- Publicise the school's commitment to Data Protection.
- Compile and maintain appropriate procedures and codes of practice.
- Promote general awareness and provide specific training, advice and guidance to its staff at all levels to ensure standards are met.
- Monitor and review compliance with legislation and introduce changes to policies and procedures where necessary.

#### **5. Processing of Information**

The Milford Academy, through appropriate management controls will, when processing personal information about any individual:

- Observe fully the conditions regarding the collection and use of information and meet The Milford Academy's legal obligations under the UK GDPR and the Data Protection Act 2018.
- Collect and process appropriate information only to the extent that it is needed to fulfil operational needs or to comply with any legal requirement.
- Ensure that the individual about whom information is held can exercise their rights under the Act unless an exemption applies for example in relation to education data, including the right: -
  1. to be informed that processing is being undertaken
  2. to prevent processing in certain circumstances
  3. to correct, rectify, block or erase information, which is regarded as incorrect information
  4. of access to personal information
  5. to erasure
  6. to portability where applicable.

#### **6. What counts as Personal Information?**

This is any information held by The Milford Academy about a living individual, from which that individual can be identified. For example, this includes:

- A name and address or contact details held about pupils, students, parents and staff and their families
- characteristics such as ethnicity, language, nationality, country of birth, free school meals, adopted and fostered
- information attached to a reference number that could be used to identify someone
- a pupil's school record, including achievement, attendance, sickness, necessary health care plan details
- photographs of a child
- financial records relating to a child's parents
- staff employment records

## **7. Processing of special categories of personal Information**

The Milford Academy, through appropriate management controls will, when processing special categories of personal information about any individual:

- Observe fully the conditions regarding the processing of special categories of information as outlined in Article 9 and meet The Milford Academy's legal obligations under the UK GDPR and the Data Protection Act 2018. In particular, Schedule 1 Part 4 of the DPA 2018 states that the school must have this policy document in place which explains as below, the procedures for securing compliance with the principles in Article 5 as outlined above.
- Collect and process special categories of data only to the extent that it is needed to fulfil operational needs or to comply with any legal requirement.
- Process personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs data, data concerning health or data concerning a natural person or trade union membership and the processing of genetic data biometric data for the purpose of uniquely identifying a natural person.

## **8. Access to Personal Information**

The Milford Academy will process requests for access to personal information in line with the relevant sections of the UK GDPR and the Data Protection Act 2018.

### **Subject Access Requests**

Individuals can request a copy of the personal data The Milford Academy holds about them. Any staff member who receives a valid data protection request must forward it to the Data Protection Officer for the school.

- If more information is required this will be requested from the requester;
- If all information has been received, and the request is a valid subject access request, The Milford Academy will acknowledge the request and process the request within 30 days from receipt; unless the request is particularly large and complex in which case the time can be extended for two months.

### **Access to educational records**

The Education (Pupil Information) (England) Regulations 2005 allow parents/carers access to the official education records of their children. The Milford Academy will make a pupil's/student's educational record available for inspection or provide a copy of the record within 15 days of a valid written request by a parent/carer. Any charges for copying will not exceed the cost of supply.

The school may refuse to disclose information under the Pupil Information Regulations where:

- The Milford Academy would have no right to disclose the information to the pupil under the UK GDPR and DPA 2018.
- the information might cause serious harm to the physical or mental health of the pupil or another individual.

When providing information to an individual, it is most important that the individual's identity is verified. If in doubt, questions should be asked of the individual, to which only he/she is likely to know the answers.

The Milford Academy will not disclose anything on a pupil's record that would be likely to cause serious harm to their physical or mental health or that of anyone else. Therefore, those creating such records will make sure this kind of information is kept separate from the pupil's other records. Where there is a doubt or statutory requirements conflict staff should seek advice in the first instance from the Data Protection Officer.

### **Requests from other agencies for personal information**

- Requests from any external agency will be processed in accordance with the UK GDPR and Data Protection Act 2018.
- The staff member responsible for dealing with such requests will ensure that any disclosure made without the consent of the parent/carer is done in accordance with the data protection and other relevant legislation, taking account of an individual's rights as enshrined in the Human Rights Act 1998. Relevant, confidential information should only be disclosed to:
  - other members of staff on a need to know basis
  - relevant Parents/Carers;
  - other authorities if it is necessary in the public interest, e.g. prevention of crime;
  - other authorities, such as the Local Authority and schools to which a pupil may move, where there are legitimate requirements (DfE leaflet 0015/2000 entitled "Pupil Records and Reports" issued in March 2000 covers Data Protection issues and how and what information should be transferred to other schools. DfES/0268/2002 provides further information).

## **9. Fair Obtaining/Processing**

Individuals whose information is collected by The Milford Academy must be made aware at the time of collection of all the processes that data may be subject to. No manual or automatic processing of a pupils/students personal information will take place unless reasonable steps have been taken to make that individual aware of that processing. Parents/Carers can also be informed of likely recipients of their information, both internal and external, and also be given details of who to contact in order to query the use or content of their information. The pupils/students and other data subjects will also be informed of the purposes of the processing as well as the legal basis for processing where appropriate.

Information as to how long the information will be kept for, the rights that the parents/carers can exercise with regards to their data and information to enable pupils/students to lodge a complaint with the Information Commissioners Office if their rights are not met under the UK GDPR and DPA 2018 can be provided on request.

## **10. Data Uses and Purposes**

All processing of personal data will be for a purpose that is necessary to enable The Milford Academy to perform its duties and services. Personal information must only be processed in line with those notified purposes.

All personal data will be regarded as confidential and its security protected accordingly. This also applies when information is being processed at members of staff's homes. Information held by The Milford Academy must not be used for unauthorised non-school purposes. If you become aware of any potential data breach, please refer to section 9 below, and follow the designated procedures accordingly.

Personal Information should only be disclosed to persons (internal and external) where their authority to receive it has been explicitly established, e.g. where the information is required by the police for the prevention and detection of crime, or a relevant Information Sharing Agreement is in place. Purposes will include the following:

- Providing education and pastoral care
- Providing activities for pupils/students including trips, clubs and activities
- Safeguarding and promoting the welfare of children
- Providing references for pupils/students and staff
- Providing human resource functions for staff
- Ancillary purposes to education including completing contractual obligations
- Fundraising.

#### **11. Data Incident Reporting / Data Breach**

A data breach can be defined as a security incident in which sensitive, protected or confidential data is copied, transmitted, viewed, stolen or used by an individual unauthorised to do so.

Staff members must notify the Data Protection Officer / Head Teacher of any potential data incidents as soon as the incident occurs and in any event within 24 consecutive hours after occurrence. Any reported data incident will be investigated appropriately and actions taken as necessary.

If a member of the public wishes to report a potential incident, they can do this by contacting the Data Protection Officer/ Head Teacher directly by phone on 0115 9152951 or by e-mail on; [dpo@milford.nottingham.sch.uk](mailto:dpo@milford.nottingham.sch.uk)

Personal data breaches will be notified to the Information Commissioner's Office within 72 hours of the incident. All staff members will follow The Milford Academy's Data Incidents and Breaches policy and procedure.

#### **12. Data Quality and Retention**

Information processed should not be excessive or irrelevant to the notified purposes.

Information must be held only for so long as is necessary for the notified purposes, after which it should be deleted or destroyed in accordance with The Milford Academy's Records Management and Retention Policy.

Whenever information is processed, reasonable steps should be taken to ensure that it is up to date and accurate.

#### **13. Records of processing activities**

In order to be able to properly and effectively comply with our obligations under the UK GDPR and the DPA2018, The Milford Academy needs to fully understand what information it holds and where this information is kept. We also need to consider how we keep this information up-to-date and how we know

when to dispose of it. The Milford Academy shall maintain a record of processing which includes the following information:

- The name of the school and the details of the Data Protection Officer
- The purposes of processing as outlined above in this policy document
- Which condition is relied on and in particular, how the processing satisfies Article 5 and 6
- The ownership, governance and maintenance of Information Assets
- A Records Management and Retention Policy
- Whether the personal data is retained and erased in accordance with the policy and if it is not the reason for not following the policy
- Map the flow of data in and out of The Milford Academy

#### **14. Data Security**

The Milford Academy must take all appropriate technical and organisational measures to safeguard against unauthorised or unlawful processing of personal information and against accidental loss, damage or destruction of personal information.

All personal information must be kept secure, in a manner appropriate to its sensitivity and the likely harm or distress that would be caused if it was disclosed unlawfully.

Everyone managing and handling personal information will be appropriately trained to do so and this will include appropriate refresher training every year.

All members of staff have a duty to follow this Policy and associated procedures and to co-operate with The Milford Academy to ensure that the aim of this Policy is achieved.

All members of staff must be wary of possible threats the security of personal data, (e.g. computer screens being visible to members of the public who visit the site, etc.) and proactively take steps to mitigate the threats.

Disciplinary action may be taken against any member of staff who fails to comply with or commits a breach of this Policy.

It is the duty of individual members of staff to ensure that personal information held by them is dealt with in accordance with the Act.

Suitable measures should be taken to ensure that any processing of personal data carried out by a third party on behalf of The Milford Academy complies with the Principles of the Act and this Policy. Similarly, when The Milford Academy is processing personal information on behalf of a third party it will need to demonstrate that the information is subject to the same standard of care.

The Data Protection Policy should be read in conjunction with the following:

- Data Incidents and Breaches Policy
- Freedom of Information Policy
- Remote Access and Mobile Computing Policy
- Subject Access Request Policy
- Acceptable Use policy

- Email Policy
- Mobile Computing Policy
- Safeguarding Policy and Guidance

Copies of the above documents can be obtained by contacting our Data Protection Officer Rachel Flynn by emailing [dpo@milford.nottingham.sch.uk](mailto:dpo@milford.nottingham.sch.uk)

## **Addendum**

Statement on data protection and Brexit implementation – what you need to do (29<sup>th</sup> January 2020)

Update (13 July 2020): The UK left the EU on 31 January 2020 and is now in a transition period until 31 December 2020. Our end of transition [guidance](#) will help you to prepare for potential changes. We will keep our guidance under review, and update it as the situation evolves. There may be changes to how to receive personal data from the EU and action you may need to take on data protection. Please continue to monitor the ICO website over the transition period for these updates.

The UK will leave the European Union on 31 January and enter a Brexit transition period.

During this period, which runs until the end of December 2020, it will be **business as usual** for data protection.

The GDPR will continue to apply. Businesses and organisations that process personal data should continue to follow our [existing guidance](#) for advice on their data protection obligations.

During the transition period, companies and organisations that offer goods or services to people in the EU do not need to appoint a European representative. We have updated our [Brexit FAQs](#) to reflect this advice. The ICO will continue to act as the lead supervisory authority for businesses and organisations operating in the UK.

It is not yet known what the data protection landscape will look like at the end of the transition period and we recognise that businesses and organisations will have concerns about the flow of personal data in future.

We will continue to monitor the situation and update our external guidance accordingly. Our [full suite of Brexit guidance and materials, to enable you to prepare for all scenarios, is available here](#).