

# Data Protection Policy

Approved by **RET Board**

Approved on **December 2023**

SLT contact **Headteacher**

Revision due **Every 2 years**



RUSSELL EDUCATION TRUST

## 1. Policy Statement

- a. Everyone has rights with regard to the way in which their personal data is handled. During the course of our activities as an academy trust ('Trust'), we will collect, store and process personal data about our pupils, workforce, parents or carers and others. This makes us a data controller in relation to that personal data.
- b. We are committed to the protection of all personal data and special category personal data for which we are the data controller.
- c. The law imposes significant fines for failing to lawfully process and safeguard personal data and failure to comply with this policy may result in those fines being applied.
- d. All members of our workforce must comply with this policy when processing personal data on our behalf. Any breach of this policy may result in disciplinary or other action.

## 2. About this Policy

- a. The types of personal data that we may be required to handle include information about pupils, parents, carers our workforce, and others that we deal with. The personal data which we hold is subject to certain legal safeguards specified in the retained EU law version of the General Data Protection Regulation ((EU)2016/679) ('UK GDPR'), the Data Protection Act 2018 and other regulations (together 'Data Protection Legislation').
- b. This policy and any other documents referred to in it set out the basis on which we will process any personal data we collect from data subjects, or that is provided to us by data subjects or other sources.
- c. This policy does not form part of any employee's contract of employment and may be amended at any time.
- d. This policy sets out rules on data protection and the legal conditions that must be satisfied when we process personal data.

## 3. Definition of Data Protection Terms

- a. A list of definitions is included in Annex 1 to this policy.

## 4. Trust Roles and Responsibilities

- a. As a Trust, we are required to appoint a Data Protection Officer ("DPO"). Our DPO can be contacted at [DPO@russlleducationtrust.org.uk](mailto:DPO@russlleducationtrust.org.uk).
- b. The Board of Trustees has overall responsibility for ensuring that the Trust complies with all relevant data protection obligations.
- c. The DPO is responsible for overseeing and monitoring compliance with Data Protection Legislation and with this policy. 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 DPO.
- d. The DPO will provide an annual report of their activities directly to the Board of Trustees and, where relevant, report to the Board their advice and recommendations on Trust data protection issues
- e. The DPO is also the central point of contact for all data subjects and others in relation to matters of data protection.
- f. The Trust's Chief Executive Officer acts as a representative of the data controller on a day-to- basis.
- g. The Trust's Chief Financial Officer is responsible for putting in place administrative arrangements, systems to ensure the Trust's schools comply with the requirements of this policy, and reporting processes to demonstrate compliance to the DPO.
- h. All Staff are responsible for:
  1. Collecting, storing and processing any personal data in accordance with this policy
  2. Informing the Trust of any changes to their personal data, such as a change of address
  3. Following the Trust's Data Breach Procedure in the event of a data breach
- i. Contacting the Data Protection Lead in their school or the DPO in the following circumstances:
  1. With any questions about the operation of this policy, data protection law, retaining personal data or keeping personal data secure.
  2. If they have any concerns that this policy is not being followed.
  3. If they are unsure whether they have a lawful basis to use personal data in a particular way.

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- j. If they receive a Subject Access Request or other request from an individual in relation to their personal data.
- k. If they need to rely on or obtain consent, draft a privacy notice, deal with data protection rights invoked by an individual, or transfer personal data outside the UK.
- l. Whenever they are engaging in a new activity that may affect the privacy rights of individuals.
- m. If they need help with any contracts or sharing personal data with third parties.

## 5. Data Protection Principles

- a. Anyone processing personal data must comply with the data protection principles. These provide that personal data must be:
  - 1. Processed fairly and lawfully and transparently in relation to the data subject;
  - 2. Processed for specified, lawful purposes and in a way which is not incompatible with those purposes;
  - 3. Adequate, relevant, and not excessive for the purpose;
  - 4. Accurate and up to date;
  - 5. Not kept for any longer than is necessary for the purpose; and
  - 6. Processed securely using appropriate technical and organisational measures.
- b. Personal Data must also:
  - 1. be processed in line with data subjects' rights.
  - 2. not be transferred to people or organisations situated in other countries without adequate protection.
- c. We will comply with these principles in relation to any processing of personal data by the Trust.

## 6. Fair and Lawful Processing

- a. Data Protection Legislation is not intended to prevent the processing of personal data, but to ensure that it is done fairly and without adversely affecting the rights of the data subject.
- b. For personal data to be processed fairly, data subjects must be made aware:
  - 1. that the personal data is being processed;
  - 2. why the personal data is being processed;
  - 3. what the lawful basis is for that processing (see below);
  - 4. whether the personal data will be shared, and if so with whom;
  - 5. the period for which the personal data will be held;
  - 6. the existence of the data subject's rights in relation to the processing of that personal data; and
  - 7. the right of the data subject to raise a complaint with the Information Commissioner's Office in relation to any processing.
- c. We will only obtain such personal data as is necessary and relevant to the purpose for which it was gathered and will ensure that we have a lawful basis for any processing.
- d. For personal data to be processed lawfully, it must be processed based on one of the legal grounds set out in the Data Protection Legislation. We will normally process personal data under the following legal grounds:
  - 1. where the processing is necessary for the performance of a contract between us and the data subject, such as an employment contract;
  - 2. where the processing is necessary to comply with a legal obligation that we are subject to, (e.g. the Education Act 2011);
  - 3. where the law otherwise allows us to process the personal data, or we are carrying out a task in the public interest;
  - 4. where we are pursuing legitimate interests, (or these are being pursued by a third party), for purposes where they are not overridden because the Processing prejudices the interests or fundamental rights and freedoms of data subjects; and
  - 5. where none of the above apply then we will seek the consent of the data subject to the processing of their personal data.
- e. When special category personal data is being processed then an additional legal ground must apply to that processing. We will normally only process special category personal data under following legal grounds:

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1. where the processing is necessary for employment law purposes, for example in relation to sickness absence;
  2. where the processing is necessary for reasons of substantial public interest, for example for the purposes of equality of opportunity and treatment;
  3. where the processing is necessary for health or social care purposes, for example in relation to pupils with medical conditions or disabilities; and
  4. where none of the above apply then we will seek the consent of the data subject to the processing of their special category personal data.
- f. We will inform data subjects of the above matters by way of appropriate privacy notices which shall be provided to them when we collect the data or as soon as possible thereafter, unless we have already provided this information such as at the time when a pupil joins us.
- g. If any data user is in doubt as to whether they can use any personal data for any purpose, then they must contact the DPO before doing so.

## Vital Interests

- h. There may be circumstances where it is considered necessary to process personal data or special category personal data in order to protect the vital interests of a data subject. This might include medical emergencies where the data subject is not in a position to give consent to the processing. We believe that this will only occur in very specific and limited circumstances. In such circumstances we would usually seek to consult with the DPO in advance, although there may be emergency situations where this does not occur.

## Consent

- i. Where none of the other bases for processing set out above apply then the school must seek the consent of the data subject before processing any personal data for any purpose.
- j. There are strict legal requirements in relation to the form of consent that must be obtained from data subjects.
- k. When pupils join the Trust, a consent form will be required to be completed in relation to them. This consent form deals with the taking and use of photographs and videos of them, amongst other things. Where appropriate third parties may also be required to complete a consent form.
- l. In relation to all pupils aged 12 years old and younger, we will seek consent from an individual with parental responsibility for that pupil.
- m. During the pupils' time at the school, the consent form completed may be checked periodically to confirm it is still accurate and at this point, where appropriate (we recognise that in certain circumstances this will not be appropriate), pupils older than 12 may wish to review the consent supplied on their behalf and may update or withdraw this if they so wish.
- n. If consent is required for any other processing of personal data of any data subject, then the form of this consent must:
1. Inform the data subject of exactly what we intend to do with their personal data;
  2. Require them to positively confirm that they consent – we cannot ask them to opt-out rather than opt-in; and
  3. Inform the data subject of how they can withdraw their consent.
- o. Any consent must be freely given, which means that we cannot make the provision of any services or other matter conditional on a data subject giving their consent.
- p. The DPO must always be consulted in relation to any consent form before consent is obtained.
- q. A record must always be kept of any consent, including how it was obtained and when.

## 7. Processing for Limited Purposes

- a. In the course of our activities as a Trust, we may collect and process the personal data which may include personal data we receive directly from a data subject (for example, by completing forms or by corresponding with us by mail, phone, email or otherwise) and personal data we receive from other sources (including, for example, local authorities, other schools, parents, carers other pupils or members of our workforce).

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- b. We will only process personal data for specified, explicit and legitimate reasons or for any other purposes specifically permitted by Data Protection Legislation or for which specific consent has been provided by the data subject.

## 8. Notifying Data Subjects

- a. If we collect personal data directly from data subjects, we will inform them about:
  - 1. our identity and contact details as Data Controller and those of the DPO;
  - 2. the purpose or purposes and legal basis for which we intend to process that personal data;
  - 3. the types of third parties, if any, with which we will share or to which we will disclose that personal data;
  - 4. whether the personal data will be transferred outside the European Economic Area ('EEA') and if so the safeguards in place;
  - 5. the period for which their personal data will be stored, by reference to our Data Retention Schedule.
  - 6. the existence of any automated decision making in the processing of the personal data along with the significance and envisaged consequences of the processing and the right to object to such decision making; and
  - 7. the rights of the data subject to object to or limit processing, request information, request deletion of information or lodge a complaint with the ICO.
- b. Unless we have already informed data subjects that we will be obtaining information about them from third parties (for example in our privacy notices), then if we receive personal data about a data subject from other sources, we will provide the data subject with the above information as soon as possible thereafter, informing them of where the personal data was obtained from.

## 9. Adequate, Relevant and Non-Excessive Processing

- a. We will only collect personal data to the extent that it is required for the specific purpose notified to the data subject, unless otherwise permitted by Data Protection Legislation.

## 10. Accurate Data

- a. We will ensure that personal data we hold is accurate and kept up to date.
- b. We will take reasonable steps to destroy or amend inaccurate or out-of-date data.
- c. Data subjects have a right to have any inaccurate personal data rectified. See further below in relation to the exercise of this right.

## 11. Timely Processing

- a. 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 personal data which is no longer required.
- b. We will maintain retention policies and procedures to ensure Personal Data is deleted after an appropriate time, unless a law requires that the data is to be kept for a minimum time.
- c. We shall seek to comply with the rights exercised by data subjects as set out in section 12 below as soon as possible and within legal time limits. However, there may be instances where due to circumstances outside of the Trust's control this may not be possible e.g. where the School or Trust has been closed or is only partially operable. In such circumstances data subjects will be notified and provided details about the reason for the delay and when a response can reasonably be expected.

## 12. Processing in Line with Data Subjects' Rights

- a. We will process all personal data in line with data subjects' rights, in particular their right to:
  - 1. request access to any personal data we hold about them;
  - 2. object to the processing of their personal data, including the right to object to direct marketing;
  - 3. have inaccurate or incomplete personal data about them rectified;
  - 4. restrict processing of their personal data;
  - 5. have personal data we hold about them erased;

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6. have their personal data transferred; and
7. object to the making of decisions about them by automated means.
- b. Data subjects may request access to all personal data we hold about them (Subject Access Request). Such requests will be considered in line with the relevant legislation in force at the time and any relevant ICO guidance.
- c. Requests should be made in writing to the school or DPO. A form is available to assist with making a request on the Trust's website.
  1. Requests should include:
    - Name of individual
    - Correspondence address
    - Contact number and email address.
    - Details of the information requested.
  2. If staff receive a Subject Access Request, they must immediately forward it to the School Business Manager who, in conjunction with the Headteacher and/or Chief Financial Officer will review the request and consult with the DPO in preparing a response.
- d. 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 requests from parents or carers of students at the Trust's schools may not be granted without the express permission of the student. This is not a rule and a student's ability to understand their rights will always be judged on a case-by-case basis.
  1. When responding to requests, we:
  2. May ask the individual to provide 2 forms of identification.
  3. May contact the individual via phone to confirm the request was made.
  4. Will respond without delay and within 1 month of receipt of the request (unless the request is deemed to be complex, see 12.4.6 below).
  5. May ask the requestor to clarify their request.
  6. Will provide the information free of charge.
  7. May tell the individual we need to extend the period to respond by a further two months, where a request is complex or onerous. We will inform the individual of this within 1 month and explain why the extension is necessary.
- e. We will not disclose information if it:
  1. Might cause serious harm to the physical or mental health of the student or another individual
  2. Would reveal that the child is at risk of abuse, where the disclosure of that information would not be in the child's best interests.
  3. Is contained in adoption or parental order records.
  4. Is given to a court in proceedings concerning the child.
- f. Subject Access Requests enable an individual to request access to their own personal information held by the Trust. As such, information relating to third parties may need to be redacted from documentation supplied as part of a request for access, for the Trust to meet data protection obligations owed to other data subjects.
- g. Requests should be clear and specific (e.g narrowing down requests to particular dates or subject matter) where possible to enable the Trust to deal with the request as efficiently as possible.
- h. If the request is unfounded or excessive, we may refuse to act on it, or charge a reasonable fee which takes into account administrative costs.
- i. A request will be deemed to be unfounded or excessive if it is repetitive or asks for further copies of the same information.
- j. When we refuse a request, we will tell the individual why and that they have the right to complain to the ICO.
- k. The school will keep a record of all Subject Access Requests including details of each request made, a log of the date and times of the receipt of information, and the Trust's issued responses.

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## Right to Object

- l. In certain circumstances data subjects may object to us processing their personal data. This right may be exercised in relation to processing that we are undertaking on the basis of a legitimate interest or in pursuit of a statutory function or task carried out in the public interest.
- m. An objection to processing does not have to be complied with where the school can demonstrate compelling legitimate grounds which override the rights of the data subject.
- n. Such considerations are complex and must be referred to the DPO upon receipt of the request to exercise this right.
- o. In respect of direct marketing any objection to processing must be complied with.
- p. The Trust is not however obliged to comply with a request where the personal data is required in relation to any claim or legal proceedings.

## Right to Rectification

- q. If a data subject informs the Trust that personal data held about them by the Trust is inaccurate or incomplete, then we will consider that request and provide a response within one month.
- r. If we consider the issue to be too complex to resolve within that period, then we may extend the response period by a further two months. If this is necessary, then we will inform the data subject within one month of their request that this is the case.
- s. We may determine that any changes proposed by the data subject should not be made. If this is the case, then we will explain to the data subject why this is the case. In those circumstances we will inform the data subject of their right to complain to the Information Commissioner's Office at the time that we inform them of our decision in relation to their request.

## 13. Right to Restrict Processing

- a. Data subjects have a right to "block" or suppress the processing of personal data. This means that the Trust can continue to hold the personal data but not do anything else with it.
- b. The Trust must restrict the processing of personal data:
  1. Where it is in the process of considering a request for personal data to be rectified (see above);
  2. Where the Trust is in the process of considering an objection to processing by a data subject;
  3. Where the processing is unlawful, but the data subject has asked the Trust not to delete the personal data; and
  4. Where the Trust no longer needs the personal data, but the data subject has asked the Trust not to delete the personal data because they need it in relation to a legal claim, including any potential claim against the Trust.
- c. If the Trust has shared the relevant personal data with any other organisation, then we will contact those organisations to inform them of any restriction, unless this proves impossible or involves a disproportionate effort.
- d. The DPO must be consulted in relation to requests under this right.

## Right to Be Forgotten

- e. Data subjects have a right to have personal data about them held by the Trust erased only in the following circumstances:
  1. Where the personal data is no longer necessary for the purpose for which it was originally collected;
  2. When a data subject withdraws consent – which will apply only where the Trust is relying on the individual's consent to the processing in the first place;
  3. When a data subject objects to the processing and there is no overriding legitimate interest to continue that processing – see above in relation to the right to object;
  4. Where the processing of the personal data is otherwise unlawful;
  5. When it is necessary to erase the personal data to comply with a legal obligation.
- f. The Trust is not required to comply with a request by a data subject to erase their personal data if the processing is taking place:
  1. To exercise the right of freedom of expression or information;

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2. To comply with a legal obligation for the performance of a task in the public interest or in accordance with the law;
  3. For public health purposes in the public interest;
  4. For archiving purposes in the public interest, research, or statistical purposes; or
  5. In relation to a legal claim.
- g. If the Trust has shared the relevant personal data with any other organisation, then we will contact those organisations to inform them of any erasure, unless this proves impossible or involves a disproportionate effort.
- h. The DPO must be consulted in relation to requests under this right.

## Right to Data Portability

- i. In limited circumstances a data subject has a right to receive their personal data in a machine-readable format, and to have this transferred to another organisation.
- j. if such a request is made then the DPO must be consulted.

## 14. Data Security

- a. 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.
- b. 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.
- c. Security procedures include:
  1. **Entry controls.** Any stranger seen in entry-controlled areas should be challenged and appropriate action taken if they are unable to substantiate their legitimate presence.
  2. **Strong passwords.** Passwords should be in line with 'good practice' advice and Trust guidance. Passwords should be changed regularly and must be changed if compromised as well as being reported to the Trust IT team. Staff and pupils should refer to the Safe and Acceptable Use of IT Agreements for further guidance.
  3. **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.) Papers containing personal data must not be left unattended e.g. on desks in offices, staff rooms or classrooms.
  4. **Methods of disposal.** Paper documents should be shredded. Digital storage devices should be physically destroyed when they are no longer required. IT assets must be disposed of in accordance with the Information Commissioner's Office guidance on the disposal of IT assets. For further guidance regarding retention and disposal of personal data, staff should refer to the Trust's Data Retention Schedule.
  5. **Equipment.** Data users must ensure that individual monitors do not show confidential information to passers-by and that they log off from their PC when it is left unattended.
  6. **Working away from the school premises – paper documents.** Staff should avoid taking paper documents containing personal data away from their workplace. If this is necessary, arrangements should be made for such data to be signed in and out of the school office. If paper documents are taken away from school premises, these must be kept securely at all times e.g. they should not be left in a car overnight or unattended in a public place.
  7. **Working away from the school premises – electronic working.** Staff, students, or governors who use personal devices to access Trust related personal data are expected to follow the same security procedures as for Trust owned equipment. They should refer to the Safe and Acceptable Use Agreement for further guidance.
  8. **Document printing.** Documents containing personal data must be collected immediately from printers and not left on photocopiers.
- d. Further information and guidance on the use of digital technologies can be found in the Staff and Student Acceptable Use Agreements. Any member of staff found to be in breach of the above security measures or those set out in the Acceptable Use Agreement may be subject to disciplinary action.

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## 15. Data Protection Impact Assessments

- a. The Trust takes data protection very seriously and will consider and comply with the requirements of Data Protection Legislation in relation to all of its activities whenever these involve the use of personal data, in accordance with the principles of data protection by design and default.
- b. In certain circumstances the law requires us to carry out detailed assessments of proposed processing. This includes where we intend to use new technologies which might pose a high risk to the rights of data subjects because of the types of data we will be processing or the way that we intend to do so.
- c. The Trust will complete an assessment of any such proposed processing and has a template document which ensures that all relevant matters are considered.
- d. The DPO should always be consulted as to whether a data protection impact assessment is required, and if so how to undertake that assessment.

## 16. Disclosure and Sharing of Personal Information

- a. We may share personal data that we hold about data subjects, and without their consent, with other organisations. Such organisations include the Department for Education, Education and Skills Funding Agency “ESFA”, Ofsted, health authorities and professionals, the Local Authority, examination bodies, other schools, and other organisations where we have a lawful basis for doing so.
- b. The Trust will inform data subjects of any sharing of their personal data unless we are not legally required to do so, for example where personal data is shared with the police in the investigation of a criminal offence.
- c. In some circumstances we will not share safeguarding information. Please refer to our Child Protection Policy.

## 17. Data Processors

- a. We contract with various organisations who provide services to the Trust, including but not limited to:
  1. Systems for the management of student and staff data and their nominated contacts. Data may include personal information such as addresses and contact information, attendance and absence data, behaviour records, progress and achievement data, safeguarding information, SEND and medical information.
  2. Employment, HR and payroll services including occupational health services.
  3. Disclosure and Barring Service checks.
  4. Legal and compliance services.
  5. Health and safety and asset management services.
  6. IT services including storage of data, web monitoring and filtering and data security.
  7. Records management services.
  8. School meals and catering services.
  9. Classroom based learning and homework applications and software.
- b. In order that these services can be provided effectively we are required to transfer personal data of data subjects to these data processors.
- c. Personal data will only be transferred to a data processor if they agree to comply with our procedures and policies in relation to data security, or if they put in place adequate measures themselves to the satisfaction of the Trust. The Trust will always undertake due diligence of any data processor before transferring the personal data of data subjects to them.
- d. Contracts with data processors will comply with Data Protection Legislation and contain explicit obligations on the data processor to ensure compliance with the Data Protection Legislation, and compliance with the rights of Data Subjects.

## 18. Images and Videos

- a. Any photographs and videos taken by parents, carers, or others at school events for their own personal use are not covered by data protection legislation.



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- b. The Trust does not however agree to any such photographs or videos being used for any other purpose, but acknowledges that such matters are, for the most part, outside of the ability of the Trust to prevent.
- c. The Trust asks that parents, carers and others do not post any images or videos which include any child other than their own child on any social media or otherwise publish those images or videos.
- d. As a Trust we want to celebrate the achievements of our pupils and therefore may want to use images and videos of our pupils within promotional materials, or for publication in the media such as local, or even national, newspapers covering school events or achievements. We will seek the consent of pupils, and their parents or carers where appropriate, before allowing the use of images or videos of pupils for such purposes.
- e. Whenever a pupil begins their attendance at the Trust, they, or their parent or carer where appropriate, will be asked to complete a consent form in relation to the use of images and videos of that pupil. We will not use images or videos of pupils for any purpose where we do not have consent.

## 19. CCTV Monitoring

- a. The Trust operates a CCTV system. Please refer to the Trust CCTV Policy for further information.

## 20. Biometric Data

- a. The Trust operates a biometric recognition system for the purposes of payment of dinner monies.
- b. Before we are able to obtain the Biometric Data of pupils or the workforce, we are required to give notification and obtain consent for this Special Category Data due to additional requirements for processing such data under the Protection of Freedoms Act 2012.
- c. For employees, written consent will be obtained at the commencement of their position within the Trust and shall continue to be effective unless an objection in writing to the processing of your Biometric Data is received from the individual.
- d. For pupils under the age of 18 years, the school will notify each parent or carer of that pupil (that the school has the contact details for and is able to contact) prior to them commencing their education at the school of the use of our Biometric Recognition System. The school will then obtain the written consent of one of the pupil's parents or carers before obtaining any Biometric Data.
- e. In the event that written consent cannot be obtained from a parent or carer, or any parent or carer objects in writing or the pupil or carer objects or refuses to participate in the processing of their Biometric Data, the Trust will not process the pupil's Biometric Data and will provide alternative means of accessing the above services.
- f. Further information about this can be found in our Notification of Intention to Process Pupil's Biometric Information and our Privacy Notices.

## 21. Links with Other Policies

- a. This policy is linked to the following Trust policies:
- b. ICT Acceptable Use Policy for Staff
- c. ICT Acceptable Use Policy for Students
- d. CCTV Policy

## 22. Changes to this Policy

- a. We may change this policy at any time. Where appropriate, we will notify data subjects of those changes.

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## ANNEX 1: DEFINITIONS

Term	Definition
Biometric Data	is information about a person's physical or behavioural characteristics or features that can be used to identify them and is obtained or recorded for the purposes of a biometric recognition system and can include fingerprints, hand shapes, features of the eye or information about a person's voice or handwriting.
Biometric Recognition System	is a system that operates automatically (electronically) and: Obtains or records information about a person's physical or behavioural characteristics or features; and Compares or otherwise processes that information with stored information in order to establish or verify the identity of the person or otherwise determine whether they are recognised by the system.
Data	is information which is stored electronically, on a computer, or in certain paper-based filing systems.
Data Subjects	for the purpose of this policy include all living individuals about whom we hold personal data. This includes pupils, our workforce, staff, and other individuals. A data subject need not be a UK national or resident. All data subjects have legal rights in relation to their personal information.
Personal Data	means any information relating to an identified or identifiable natural person (a 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 to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.
Data Controllers	are the people who or organisations which determine the purposes for which, and the manner in which, any personal data is processed. They are responsible for establishing practices and policies in line with Data Protection Legislation. We are the data controller of all personal data used in our Trust.
Data Users	are those of our workforce (including Governors and volunteers) whose work involves processing personal data. Data users must protect the data they handle in accordance with this data protection policy and any applicable data security procedures at all times.
Data Processors	include any person or organisation that is not a data user that processes personal data on our behalf and on our instructions.
Processing	is any activity that involves use of the data. It includes obtaining, recording or holding the data, or carrying out any operation or set of operations on the data such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction. Processing also includes transferring personal data to third parties.
Special Category Personal Data	includes information about a person's racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, physical or mental health or condition or sexual life, or genetic or Biometric Data.
Workforce	Includes, any individual employed by Trust such as staff and those who volunteer in any capacity including Trustees / Members/Local Governors and Parent Helpers.