

Students and Parents Data Protection Policy

The Academy is required to process relevant personal data regarding students and their parents and guardians as part of its operation and shall take all reasonable steps to do so in accordance with this Policy. Processing may include obtaining, recording, holding, disclosing, destroying or otherwise using data. In this Policy any reference to students includes current past or prospective students.

The School will appoint a Data Protection Officer (dpo) who will endeavour to ensure that all personal data is processed in compliance with this Policy and the Principles of the Data Protection Act March 2018.

Personal Data

Personal data covers both facts and opinions about an individual. The Academy may process a wide range of personal data of students, their parents or guardians as part of its operation. This personal data may include (but is not limited to); names and addresses, bank details, academic, disciplinary, admissions and attendance records, references, examination scripts and marks.

Processing of Personal Data

Consent may be required for the processing of personal data unless the processing is necessary for the school to undertake its obligations to pupils and their parents or guardians. Any information which falls under the definition of personal data, and is not otherwise exempt, will remain confidential and will only be disclosed to third parties with the consent of the appropriate individual or under the terms of this Policy.

Sensitive Personal Data

The Academy may, from time to time, be required to process sensitive personal data regarding a student, their parents or guardians. Sensitive personal data includes medical information and data relating to religion, race, or criminal records and proceedings. Where sensitive personal data is processed by the Academy, the explicit consent of the appropriate individual will generally be required in writing.

Rights of Access

Individuals have a right of access to information held by the academy. Any individual wishing to access their personal data should put their request in writing to the Data Protection Officer (dpo). The school will endeavour to respond to any such written requests as soon as is reasonably practicable and in any event, within 40 days for access to records and 21 days to provide a reply to an access to information request. Please note that the school may charge an administration fee for providing this information.

Certain data is exempt from the right of access under the Data Protection Act - this may include information which identifies other individuals, information which the school reasonably believes is likely to cause damage or distress, or information which is subject to legal professional privilege. The School is also not required to disclose any student examination scripts. The school will also treat as confidential any reference given by the school for the purpose of the education, training or employment, or prospective education, training or employment of any student. The Academy acknowledges that an individual may have the right to access a reference relating to them received by the school. However such a reference will only be disclosed if such disclosure will not identify the source of the reference or where, notwithstanding this, the referee has given their consent or disclosure is reasonable in all the circumstances.

Whose Rights

The rights under the Data Protection Act are the individual's to whom the data relates. The school will however in most cases rely on parental consent to process data relating to students unless, given the nature of the processing in question, and the student's age and understanding, it is unreasonable in all the circumstances to rely on the parent's consent.

Parents should be aware that in such situations they may not be consulted. The school will only grant the student direct access to their personal data if in the school's reasonable belief the student understands the nature of the request. Students agree that the school may disclose their personal data to their parents or guardian. Where a student seeks to raise concerns confidentially with a member of staff and expressly withholds their agreement to their personal data being disclosed to their parents or guardian, the school will maintain confidentiality unless it has reasonable grounds to believe that the student does not fully understand the consequences of withholding their consent, or where the school believes disclosure will be in the best interests of the student or other students.

Exemptions

Certain data is exempted from the provisions of the Data Protection Act which includes the following:

- The prevention or detection of crime
- The assessment of any tax or duty
- Where the processing is necessary to exercise a right or obligation conferred or imposed by law upon the Academy

The above are examples only of some of the exemptions under the Act. Any further information on exemptions should be sought from the Data Protection officer.

Disclosure of Information

The Academy may receive requests from third parties to disclose personal data it holds about students, their parents or guardians. The school confirms that it will not generally disclose information unless the individual has given their consent or one of the specific exemptions under the Data Protection Act applies. However, the school does intend to disclose such data as is necessary to third parties for the following purposes:

- To give a confidential reference relating to a student to any educational institution which it is proposed that the student may attend.
- To give information relating to outstanding fees or payment history to any educational institution which it is proposed that the student may attend.
- To publish the results of public examinations or other achievements of students of the School.
- To disclose details of a student's medical condition where it is in the student's interests to do so, for example for medical advice, insurance purposes or to organisers of school trips.

Where the School receives a disclosure request from a third party it will take reasonable steps to verify the identity of that third party before making any disclosure.

Use of Personal Information by the Academy

The school will, from time to time, make use of personal data relating to students, their parents or guardians in the following ways. Should you wish to limit or object to any such use please notify the Data Protection officer in writing.

- To make use of photographic images of pupils in school publications and on the school website. However the school will not publish photographs of individual pupils with their names on the school website without the express agreement of the appropriate individual.
- For fundraising, marketing or promotional purposes and to maintain relationships with students of the School, including transferring information to any association society or club set up for the purpose of establishing or maintaining contact with students or for fundraising, marketing or promotional purposes.

Accuracy

The Academy will endeavour to ensure that all personal data held in relation to an individual is accurate. Individuals must notify the Data Protection officer of any changes to information held about them. An individual has the right to request that inaccurate information about them is erased or corrected.

Security

The academy will take reasonable steps to ensure that members of staff will only have access to personal data relating to pupils, their parents or guardians where it is necessary for them to do so. All staff will be made aware of this policy and their duties under the Data Protection Act. The school will ensure that all personal information is held securely and is not accessible to unauthorised persons.

Enforcement

If an individual believes that the Academy has not complied with this Policy or acted otherwise than in accordance with the Data Protection Act, they should utilise the school Complaints Procedure and should also notify the Data Protection officer.

Date: September 2018