



# IMBERHORNE SCHOOL

## Policy Document



The Cornerstones of our  
Learning Community

Headteacher: Mr Matthew Whatford

Data Protection Policy	
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### Contents

1. Aims .....	2
2. Legislation and guidance .....	2
3. Definitions .....	2
4. The data controller .....	3
5. Roles and responsibilities .....	3
6. Data protection principles .....	5
7. Collecting personal data .....	5
8. Sharing personal data .....	6
9. Subject access requests and other rights of individuals .....	7
10. Parental requests to see the educational record .....	9
11. Biometric recognition systems .....	9
12. CCTV .....	9
13. Photographs and videos .....	10
14. Data protection by design and default .....	10
15. Data security and storage of records .....	11
16. Disposal of records .....	11
17. Personal data breaches .....	12
18. Training .....	12
19. Monitoring arrangements/Compliance .....	12
20. Links with other policies .....	13
Appendix 1: Personal data breach procedure .....	14
Appendix 2: Using a named photo of a member of the school community .....	16
Appendix 3: Consent for sharing data with Work Experience Providers .....	17

## 1. Aims

Our school aims to ensure that all personal data collected about staff, students, parents, governors, visitors and other individuals is collected, stored and processed in accordance with the [United Kingdom General Data Protection Regulation \(GDPR\)](#) and the provisions of the [Data Protection Act 2018 \(DPA 2018\)](#). This policy applies to all personal data, regardless of whether it is in paper or electronic format.

## 2. Legislation and guidance

This policy meets the requirements of the GDPR and the provisions of the DPA 2018. It is based on guidance published by the Information Commissioner's Office (ICO) on the [GDPR](#) and the ICO's [code of practice for subject access requests](#).

It meets the requirements of the [Protection of Freedoms Act 2012](#) when referring to our use of biometric data.

It also reflects the ICO's [code of practice](#) for the use of surveillance cameras and personal information.

In addition, this policy complies with regulation 5 of the [Education \(Student Information\) \(England\) Regulations 2005](#), which gives parents the right of access to their child's educational record.

## 3. Definitions

Term	Definition
<b>Personal data</b>	<p>Any information relating to an identified, or identifiable, individual.</p> <p>This may include the individual's:</p> <ul style="list-style-type: none"><li>• Name (including initials)</li><li>• Identification number</li><li>• Location data</li><li>• Online identifier, such as a username</li></ul> <p>It may also include factors specific to the individual's physical, physiological, genetic, mental, economic, cultural or social identity.</p>
<b>Special categories of personal data</b>	<p>Personal data which is more sensitive and so needs more protection, including information about an individual's:</p> <ul style="list-style-type: none"><li>• Racial or ethnic origin</li><li>• Political opinions</li></ul>

	<ul style="list-style-type: none"> <li>• Religious or philosophical beliefs</li> <li>• Trade union membership</li> <li>• Genetics</li> <li>• Biometrics (such as fingerprints, retina and iris patterns), where used for identification purposes</li> <li>• Health – physical or mental</li> <li>• Sex life or sexual orientation</li> </ul>
<b>Processing</b>	Anything done to personal data, such as collecting, recording, organising, structuring, storing, adapting, altering, retrieving, using, disseminating, erasing or destroying. Processing can be automated or manual.
<b>Data subject</b>	The identified or identifiable individual whose personal data is held or processed.
<b>Data controller</b>	A person or organisation that determines the purposes and the means of processing of personal data.
<b>Data processor</b>	A person or other body, other than an employee of the data controller, who processes personal data on behalf of the data controller.
<b>Personal data breach</b>	A breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to personal data.

#### 4. The data controller

Our school processes personal data relating to parents, students, staff, governors, visitors and others, and therefore is a data controller.

The school is registered as a data controller with the ICO and will renew this registration annually or as otherwise legally required. Our registration number is Z919906X.

#### 5. Roles and responsibilities

This policy applies to **all staff** employed by our school, and to external organisations or individuals working on our behalf. Staff who do not comply with this policy may face disciplinary action.

## 5.1 Governing body

The governing body has overall responsibility for ensuring that our school complies with all relevant data protection obligations.

## 5.2 Data protection officer

The data protection officer (DPO) is responsible for overseeing the implementation of this policy, monitoring our compliance with data protection law, and developing related policies and guidelines where applicable.

They will provide an annual report of their activities directly to the governing board and, where relevant, report to the board their advice and recommendations on school data protection issues.

The DPO is also the first point of contact for individuals whose data the school processes, and for the ICO.

Our DPO is Alex Melmoe and is contactable via [dataprotection@imberhome.co.uk](mailto:dataprotection@imberhome.co.uk)

We have found it difficult to find a staff member that has sufficient knowledge of Data Protection Law and the data we process, that doesn't also have some degree of conflict of interest with their other duties. We have therefore appointed a member of our governing body, Michelle Brooks, to oversee our DPO and ensure any potential conflict of interests don't interfere with the DPO's duties.

## 5.3 Headteacher

The headteacher acts as the representative of the data controller on a day-to-day basis.

## 5.4 All staff

Staff are responsible for:

- Collecting, storing and processing any personal data in accordance with this policy
- Informing the school of any changes to their personal data, such as a change of address
- Contacting the DPO in the following circumstances:
  - With any questions about the operation of this policy, data protection law, retaining personal data or keeping personal data secure
  - If they have any concerns that this policy is not being followed
  - If they are unsure whether or not they have a lawful basis to use personal data in a particular way
  - If they need to rely on or capture consent, draft a privacy notice, deal with data protection rights invoked by an individual, or transfer personal data outside the European Economic Area
  - If there has been a data breach (a loss of personal data)
  - Whenever they are engaging in a new activity that may affect the privacy rights of individuals
  - If they need help with any contracts or sharing personal data with third parties

## 6. Data protection principles

The GDPR is based on data protection principles that our school must comply with.

The principles say that personal data must be:

- Processed lawfully, fairly and in a transparent manner
- Collected for specified, explicit and legitimate purposes
- Adequate, relevant and limited to what is necessary to fulfil the purposes for which it is processed
- Accurate and, where necessary, kept up to date
- Kept for no longer than is necessary for the purposes for which it is processed
- Processed in a way that ensures it is appropriately secure

This policy sets out how the school aims to comply with these principles.

## 7. Collecting personal data

### 7.1 Lawfulness, fairness and transparency

We will only process personal data where we have one of 6 'lawful bases' (legal reasons) to do so under data protection law:

- The data needs to be processed so that the school can **fulfil a contract** with the individual, or the individual has asked the school to take specific steps before entering into a contract
- The data needs to be processed so that the school can **comply with a legal obligation**
- The data needs to be processed to ensure the **vital interests** of the individual e.g. to protect someone's life
- The data needs to be processed so that the school, as a public authority, can perform a task **in the public interest**, and carry out its official functions
- The data needs to be processed for the **legitimate interests** of the school or a third party (provided the individual's rights and freedoms are not overridden)
- The individual (or their parent/carer when appropriate in the case of a student) has freely given clear **consent**

For special categories of personal data, we will also meet one of the special category conditions for processing which are set out in the GDPR and Data Protection Act 2018.

Whenever we first collect personal data directly from individuals, we will provide them with the relevant information required by data protection law.

### 7.2 Limitation, minimisation and accuracy

We will only collect personal data for specified, explicit, and legitimate reasons.

We will explain these reasons to the individuals when we first collect their data.

If we want to use personal data for reasons other than those given when we first obtained it, we will inform the individuals concerned before we do so, and seek consent where necessary.

Staff must only process personal data where it is necessary in order to do their jobs.

When staff no longer need the personal data they hold, they must ensure it is deleted or anonymised. This will be done in accordance with the retention periods detailed in the school's privacy notices. In the absence of a retention period in the privacy notice it will be retained in accordance with the [Information and Records Management Society's toolkit for schools](#).

## **8. Sharing personal data**

We will not normally share personal data with anyone else, but may do so where:

- There is an issue with a student or parent/carer that puts the safety of our staff at risk
- We need to liaise with other agencies – we will seek consent as necessary before doing this
- Our suppliers or contractors need data to enable us to provide services to our staff and students – for example, IT companies. When doing this, we will:
  - Only appoint suppliers or contractors which can provide sufficient guarantees that they comply with data protection law
  - Establish a data sharing agreement with the supplier or contractor, either in the contract or as a standalone agreement, to ensure the fair and lawful processing of any personal data we share
  - Only share data that the supplier or contractor needs to carry out their service, and information necessary to keep them safe while working with us

We will also share personal data with law enforcement and government bodies where we are legally required to do so, including for:

- The prevention or detection of crime and/or fraud
- The apprehension or prosecution of offenders
- The assessment or collection of tax owed to HMRC
- In connection with legal proceedings
- Where the disclosure is required to satisfy our safeguarding obligations
- Research and statistical purposes, as long as personal data is sufficiently anonymised or consent has been provided

We may also share personal data with emergency services and local authorities to help them to respond to an emergency situation that affects any of our students or staff.

Where we transfer personal data to a country or territory outside the European Economic Area, we will do so in accordance with data protection law.

## **9. Subject access requests and other rights of individuals**

### **9.1 Subject access requests**

Individuals have a right to make a 'subject access request' to gain access to personal information that the school holds about them. This includes:

- Confirmation that their personal data is being processed
- Access to a copy of the data
- The purposes of the data processing
- The categories of personal data concerned
- Who the data has been, or will be, shared with
- How long the data will be stored for, or if this isn't possible, the criteria used to determine this period
- The source of the data, if not the individual
- Whether any automated decision-making is being applied to their data, and what the significance and possible consequences of this might be for the individual

Subject access requests should be submitted in writing, either by letter or email to the DPO. They should include:

- Name of individual
- Correspondence address
- Contact number and email address
- Details of the information requested

The DPO can be contacted at [dataprotection@imberhorne.co.uk](mailto:dataprotection@imberhorne.co.uk)

If staff receive a subject access request they must immediately forward it to the DPO.

### **9.2 Children and subject access requests**

Personal data about a child belongs to that child, and not the child's parents or carers. For a parent or carer to make a subject access request with respect to their child, the child must either be unable to understand their rights and the implications of a subject access request, or have given their consent.

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 subject access requests from parents or carers of students at our school 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.

### **9.3 Responding to subject access requests**

When responding to requests, we:

- May ask the individual to provide 2 forms of identification

- May contact the individual via phone to confirm the request was made
- Will respond without delay and within 1 month of receipt of the request
- Will provide the information free of charge
- May tell the individual we will comply within 3 months of receipt of the request, where a request is complex or numerous. We will inform the individual of this within 1 month, and explain why the extension is necessary

We will not disclose information if it:

- Might cause serious harm to the physical or mental health of the student or another individual
- 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
- Is contained in adoption or parental order records
- Is given to a court in proceedings concerning the child

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.

A request will be deemed to be unfounded or excessive if it is repetitive, or asks for further copies of the same information.

When we refuse a request, we will tell the individual why, and tell them they have the right to complain to the ICO.

#### **9.4 Other data protection rights of the individual**

In addition to the right to make a subject access request (see above), and to receive information when we are collecting their data about how we use and process it (see section 7), individuals also have the right to:

- Withdraw their consent to processing at any time
- Ask us to rectify, erase or restrict processing of their personal data, or object to the processing of it (in certain circumstances)
- Prevent use of their personal data for direct marketing
- Challenge processing which has been justified on the basis of public interest
- Request a copy of agreements under which their personal data is transferred outside of the European Economic Area
- Object to decisions based solely on automated decision making or profiling (decisions taken with no human involvement, that might negatively affect them)
- Prevent processing that is likely to cause damage or distress
- Be notified of a data breach in certain circumstances
- Make a complaint to the ICO
- Ask for their personal data to be transferred to a third party in a structured, commonly used and machine-readable format (in certain circumstances)

Individuals should submit any request to exercise these rights in writing to the DPO. If staff receive such a request, they must immediately forward it to the DPO.



## 10. Parental requests to see the educational record

Parents, or those with parental responsibility, have a legal right to free access to their child's educational record (which includes most information about a student) within 15 school days of receipt of a written request.

## 11. Biometric recognition systems

Where we use students' biometric data as part of an automated biometric recognition system (for example, students use finger prints to receive school dinners instead of paying with cash), we will comply with the requirements of the [Protection of Freedoms Act 2012](#).

Parents/carers will be notified before their child is enrolled in the system. The school will get written consent from at least one parent or carer before we take any biometric data from their child and first process it.

Parents/carers and students have the right to choose not to use the school's biometric system(s). We will provide alternative means of accessing the relevant services for those students, most usually by issuing a card instead.

Parents/carers and students can object to participation in the school's biometric recognition system(s), or withdraw consent, at any time, and we will make sure that any relevant data already captured is deleted.

As required by law, if a student refuses to participate in, or continue to participate in, the processing of their biometric data, we will not process that data irrespective of any consent given by the student's parent(s)/carer(s).

Where staff members or other adults use the school's biometric system(s), we will also obtain their consent before they first take part in it, and provide alternative means of accessing the relevant service if they object. Staff and other adults can also withdraw consent at any time, and the school will delete any relevant data already captured.

## 12. CCTV

We use CCTV in various locations around the school site to ensure it remains safe. We will adhere to the ICO's [code of practice](#) for the use of CCTV.

We do not need to ask individuals' permission to use CCTV, but we make it clear where individuals are being recorded. Security cameras are clearly visible and accompanied by prominent signs explaining that CCTV is in use.

Any enquiries about the CCTV system should be directed to the Estates Manager or DPO.

### **13. Photographs and videos**

As part of our school activities, we may take photographs or video footage of individuals within our school.

We may use such images on our website, our social media pages, around the school, and in school publications. Great care will be taken by the school to ensure that photos or videos of students on the school website or our social media pages do not identify who they are and consequently expose them to unnecessary risk.

We will never publish named images of students outside the school without explicit written consent from both the student (as data subject) and a parent/carer. In doing so we will clearly explain how the photograph and/or video will be used.

If we publish named images of students in school, for example on notice boards, we will ensure we have the consent of the student, and again will clearly explain how the photograph and/or video will be used.

We will only publish named images of staff, either in-school or externally, with the consent of the member of staff concerned.

Consent may be withdrawn at any time by contacting either the member of staff that initially requested permission, or the DPO. When consent is removed we will un-publish the image at the soonest possible opportunity, although material previously issued which includes the image may, however, remain in circulation, but it will not be included in any further reprints.

### **14. Data protection by design and default**

We have put measures in place to show that we have integrated data protection into all of our data processing activities, including:

- Appointing a suitably qualified DPO, and ensuring they have the necessary resources to fulfil their duties and maintain their expert knowledge
- Only processing personal data that is necessary for each specific purpose of processing, and always in line with the data protection principles set out in relevant data protection law (see section 6)
- Completing privacy impact assessments where the school's processing of personal data presents a high risk to rights and freedoms of individuals, and when introducing new technologies (the DPO will advise on this process)
- Integrating data protection into internal documents including this policy, any related policies and privacy notices
- Training members of staff on data protection law, this policy, any related policies and any other data protection matters; we will also keep a record of attendance
- Conducting reviews and audits to test our privacy measures and make sure we are compliant

- Maintaining records of our processing activities, including:
  - For the benefit of data subjects, making available the name and contact details of our school and DPO and all information we are required to share about how we use and process their personal data (via our privacy notices)
  - For all personal data that we hold, maintaining an internal record of the type of data, data subject, how and why we are using the data, any third-party recipients, how and why we are storing the data, retention periods and how we are keeping the data secure

## **15. Data security and storage of records**

We will protect personal data and keep it safe from unauthorised or unlawful access, alteration, processing or disclosure, and against accidental or unlawful loss, destruction or damage.

In particular:

- Paper-based records and portable electronic devices, such as laptops and hard drives that contain personal data are kept under lock and key when not in use
- Papers containing confidential personal data must not be left on office and classroom desks, on staffroom tables, pinned to notice/display boards, or left anywhere else where there is general access
- Paper based personal data should be kept secure at all times, including if it is taken off site, particular care should be taken when transporting paper-based personal data between home and school. If any paper-based personal data is lost, taken or misplaced this must be reported to the DPO immediately.
- Staff must not remove personal data from the school computer system by copying such data to memory sticks, laptops, nor home computers, although they may use their computer to edit such data if connected to Remote Access.
- Passwords that are at least 8 characters long containing letters and numbers are used to access school computers, laptops and other electronic devices. Staff and students are reminded to change their passwords at regular intervals
- Where we need to share personal data with a third party, we carry out due diligence and take reasonable steps to ensure it is stored securely and adequately protected (see section 8)

## **16. Disposal of records**

Personal data that is no longer needed will be disposed of securely. Personal data that has become inaccurate or out of date will also be disposed of securely, where we cannot or do not need to rectify or update it.

For example, we will destroy paper-based records, and overwrite or delete electronic files. We may also use a third party to safely dispose of records on the school's behalf. If we do so, we will require the third party to provide sufficient guarantees that it complies with data protection law.

## **17. Personal data breaches**

The school will make all reasonable endeavours to ensure that there are no personal data breaches.

In the unlikely event of a suspected data breach, we will follow the procedure set out in appendix 1.

When appropriate, we will report the data breach to the ICO within 72 hours. Such breaches in a school context may include, but are not limited to:

- A non-anonymised dataset being published on the school website which shows the exam results of students eligible for the student premium
- Safeguarding information being made available to an unauthorised person
- The theft of a school laptop containing non-encrypted personal data about students

## **18. Training**

All staff and governors are provided with data protection training as part of their induction process.

Data protection will also form part of continuing professional development, where changes to legislation, guidance or the school's processes make it necessary.

Training and guidance will be available to all staff.

All staff will read the Staff ICT Acceptable Use Policy (within the staff code of conduct)

## **19. Monitoring arrangements/Compliance**

The School advises students whose personal data is held, the purposes for which it is processed and who it will be shared with. This is referred to as a "Privacy Notice" and is available on the School website.

The School also provides a Privacy Notice to staff which is available on the School website.

The School will ensure Privacy Notices contains the following information:

- Contact details for the Data Protection Officer
- Purpose of processing and legal basis.
- Retentions period.
- Who we share data with.
- Right to request rectification, erasure, to withdraw consent, to complain, or to know about any automated decision making and the right to data portability where applicable.

The DPO is responsible for monitoring and reviewing this policy.

This policy will be reviewed every 2 years and shared with the full governing board.

## **20. Links with other policies**

This data protection policy is linked to our:

- Staff ICT Acceptable Use Policy (Staff Code of Conduct)
- Online Safety Policy

## Appendix 1: Personal data breach procedure

This procedure is based on [guidance on personal data breaches](#) produced by the ICO.

- On finding or causing a breach, or potential breach, the staff member or data processor must immediately notify the DPO
- The DPO will investigate the report, and determine whether a breach has occurred. To decide, the DPO will consider whether personal data has been accidentally or unlawfully:
  - Lost
  - Stolen
  - Destroyed
  - Altered
  - Disclosed or made available where it should not have been
  - Made available to unauthorised people
- The DPO will alert the headteacher and the chair of governors
- The DPO will make all reasonable efforts to contain and minimise the impact of the breach, assisted by relevant staff members or data processors where necessary. (Actions relevant to specific data types are set out at the end of this procedure)
- The DPO will assess the potential consequences, based on how serious they are, and how likely they are to happen
- The DPO will work out whether the breach must be reported to the ICO. This must be judged on a case-by-case basis. To decide, the DPO will consider whether the breach is likely to negatively affect people's rights and freedoms, and cause them any physical, material or non-material damage (e.g. emotional distress), including through:
  - Loss of control over their data
  - Discrimination
  - Identify theft or fraud
  - Financial loss
  - Unauthorised reversal of pseudonymisation (for example, key-coding)
  - Damage to reputation
  - Loss of confidentiality
  - Any other significant economic or social disadvantage to the individual(s) concerned

If it's likely that there will be a risk to people's rights and freedoms, the DPO must notify the ICO.

- The DPO will document the decision (either way), in case it is challenged at a later date by the ICO or an individual affected by the breach. Documented decisions are stored on the school's computer system.
- Where the ICO must be notified, the DPO will do this via the ['report a breach' page of the ICO website](#) within 72 hours. As required, the DPO will set out:
  - A description of the nature of the personal data breach including, where possible:
    - The categories and approximate number of individuals concerned

- The categories and approximate number of personal data records concerned
  - The name and contact details of the DPO
  - A description of the likely consequences of the personal data breach
  - A description of the measures that have been, or will be taken, to deal with the breach and mitigate any possible adverse effects on the individual(s) concerned
  - If all the above details are not yet known, the DPO will report as much as they can within 72 hours. The report will explain that there is a delay, the reasons why, and when the DPO expects to have further information. The DPO will submit the remaining information as soon as possible
  - The DPO will also assess the risk to individuals, again based on the severity and likelihood of potential or actual impact. If the risk is high, the DPO will promptly inform, in writing, all individuals whose personal data has been breached. This notification will set out:
    - The name and contact details of the DPO
    - A description of the likely consequences of the personal data breach
    - A description of the measures that have been, or will be, taken to deal with the data breach and mitigate any possible adverse effects on the individual(s) concerned
  - The DPO will notify any relevant third parties who can help mitigate the loss to individuals – for example, the police, insurers, banks or credit card companies
  - The DPO will document each breach, irrespective of whether it is reported to the ICO. For each breach, this record will include the:
    - Facts and cause
    - Effects
    - Action taken to contain it and ensure it does not happen again (such as establishing more robust processes or providing further training for individuals)
- Records of all breaches will be stored on the school's computer system.
- The DPO and headteacher will meet to review what happened and how it can be stopped from happening again. This meeting will happen as soon as reasonably possible

## Appendix 2: Using a named photo of a member of the school community

Under current data protection legislation and in accordance with our Data Protection Policy we need consent to publish named photographs/videos of students, staff, and anyone else.

For **students**, to **publish externally** we need consent from **both** a **parent/carers** AND the **student**. To **publish internally** consent of the **student** alone is sufficient.

For **staff**, we need consent of the **member of staff** concerned whether publishing **internally or externally**.

**Publishing externally** means putting somewhere people outside school can see – Our website, social media pages, a newspaper, a prospectus, etc.

**Publishing internally** means putting somewhere only members of our school community can see – a notice board, plasma screens, the intranet, some website where you need to have a school login to access, using in a quiz or school performance (such as panto)

### Notes

- It must be equally easy to give consent as it is to withhold it – you can't say "we'll use it unless you tell us you don't want us to", neither can you produce a form with a single tick box saying "yes"
- The person concerned has a legal right to withdraw consent at any time so you must bring this to their attention
- The image(s) can only be used as specified in your request for consent – it's better to be a bit broader in your use cases.
- When dealing with photographs of students, the student is the data subject and can't be over-ruled by the parent/carers – unless the student is incapable of making the decision themselves. (unlikely for the majority of our students)
- You need to keep a record of consent that is given and retain whilst the image is being used



### **Appendix 3: Consent for sharing data with Work Experience Providers**

Under data protection legislation our legal gateway for sharing student information with companies that provide work experience to our students is consent – this means we must ask for explicit consent from the parent/carer before passing such data.

Suggested text for this is below – this may be modified and used in other areas where the DPO determines our legal gateway as being consent at a later date.

#### **Suggested permission text**

In order for the employer that is providing work experience to look after the wellbeing of your son/daughter during their time with them we'd like your permission to pass on some information, namely:

- Parent/carer contact name & telephone number
- Name and date of birth/age of student
- Details of any Medical Conditions
- Details of any Allergies

Under current data protection legislation we are unable to share this data without your consent. In the best case withholding consent may mean that the employer refuses to take your son/daughter on work experience, in the worst case it may result in a delay in an emergency concerning your son/daughter being brought to your attention.

Please could you reply to this e-mail indicating whether you give or withhold consent as soon as possible – if we do not hear from you we are, unfortunately, unable to assume that you give consent.

You are entitled to change your mind and withdraw consent at any time. If you would like to do this, please contact either myself or our Data Protection Officer on 01342 310980 or via [dataprotection@imberhorne.co.uk](mailto:dataprotection@imberhorne.co.uk)

#### **Notes**

- It must be equally easy to give consent as it is to withhold it – you can't say "we'll use it unless you tell us you don't want us to", neither can you produce a form with a single tick box saying "yes"
- If more appropriate, this may be modified into a form – but note the above requirement which means the form needs explicit "Yes – I give consent for my child's data as detailed above to be shared with their Work Experience employer" and "No – I do not give consent for my child's data as detailed above to be shared with their Work Experience employer"
- You need to keep a record of consent that is given and retain until the placement is over
- When sharing the data with the work experience employer the importance of keeping this data secure should be impressed upon them, it must be transmitted using a secure method, and they must be asked to retain it for no longer than is necessary – i.e. dispose/delete at the end of the placement