

ATTLEBOROUGH ACADEMY PRIVACY NOTICE

WHO WE ARE

Attleborough Academy is a member of the Sapientia Education Trust (SET); company number 07466353. The address of Attleborough Academy is: Attleborough Academy, 9, Norwich Road, Attleborough, Norfolk. NR17 2AJ.

Attleborough Academy is the data controller for the purposes of the relevant legislation ("Data Protection Law") for the control of all data that the Academy handles. This privacy notice is intended to provide information about how the Academy will manage and handle the data in its possession.

WHAT THIS POLICY IS FOR

This policy is intended to provide information about how the Academy will use (or "process") personal data about individuals including: its staff; its current, past and prospective pupils; and their parents, carers or guardians (referred to in this policy as "parents").

This information is provided in accordance with the rights of individuals under Data Protection Law to understand how their data is used. Staff and parents are encouraged to read this Privacy Notice and understand the Academy's obligations to its entire community.

This Privacy Notice applies alongside any other information the Academy may provide about a particular use of personal data, for example when collecting data via an online or paper form.

This Privacy Notice also applies in addition to the Academy's other relevant terms and conditions and policies, including:

- any contract between the Academy and its staff or the parents of pupils;
- the Academy's policy on taking, storing and using images of children;
- the Academy's retention of records policy;
- the Academy's safeguarding, pastoral, or health and safety policies, including as to how concerns or incidents are recorded; and
- the Academy's IT policies.

Anyone who works for, or acts on behalf of, the Academy (including staff, volunteers, governors and service providers) should also be aware of and comply with this Privacy Notice. Staff, volunteers and governors will also have to comply with the Trust's data protection policy for staff, which also provides further information about how personal data about those individuals will be used.

RESPONSIBILITY FOR DATA PROTECTION

The Trust has appointed Schools Choice as our Data Protection Officer who deal with all issues concerning the Academy's uses of your personal data (see section on Your Rights below) and endeavour to ensure that all personal data is processed in compliance with this notice and Data Protection Law.

Schools Choice - data.protection@schoolschoice.org

Tel: 01473 260700

WHY THE ACADEMY NEEDS TO PROCESS PERSONAL DATA

In order to carry out its ordinary duties to staff, pupils and parents, the Academy may process a wide range of personal data about individuals (including current, past and prospective staff, pupils or parents) as part of its daily operation.

Some of this activity the Academy will need to carry out in order to fulfil its legal rights, duties or obligations – including those under a contract with its staff, or parents of its pupils.

Other uses of personal data will be made in accordance with the Academy's legitimate interests, or the legitimate interests of another, provided that these are not outweighed by the impact on individuals, and provided it does not involve special or sensitive types of data.

The Academy expects that the following uses may fall within that category of its (or its community's) "**legitimate interests**":

- For the purposes of pupil admission (and to confirm the identity of prospective pupils and their parents in accordance with the Academics Admission Code);
- To provide education services, including musical education, physical training or spiritual development, and extra-curricular activities to pupils and monitoring pupil's progress and educational needs;
- Maintaining relationships with the and Friends of Attleborough Academy the Academy community, including direct marketing or fundraising activity;
- For the purposes of management planning and forecasting, research and statistical analysis, including that imposed or provided for by law (such as diversity or gender pay gap analysis and taxation records);
- To enable relevant authorities to monitor the Academy's performance and to intervene or assist with incidents as appropriate;
- To give and receive information and references about past, current and prospective pupils to/from any educational institution that the pupil attended or where it is proposed they attend;
- To enable pupils to take part in national or other assessments, and to publish the results of public examinations or other achievements of pupils of the Academy;
- To safeguard pupils' welfare and provide appropriate pastoral care;
- To monitor (as appropriate) use of the Academy's IT and communications systems in accordance with the Academy's IT acceptable use policy;
- To make use of photographic images of pupils in the Academy's publications, on the Academy's website in accordance with the Academy's policy on taking, storing and using images of children;
- For security purposes, and
- Where otherwise reasonably necessary for the Academy's purposes, including to obtain appropriate professional advice and insurance for the Academy.

In addition, the Academy may need to process **special category personal data** (concerning health, ethnicity, religion or sexual life) or criminal records information (such as when carrying out DBS checks) in accordance with rights or duties imposed on it by law, including as regards safeguarding and employment, or from time to time by explicit consent where required. These reasons will include:

- To safeguard pupils' welfare and provide appropriate pastoral (and where necessary, medical) care, and to take appropriate action in the event of an emergency, incident or accident, including by disclosing details of an individual's medical condition where it is in the individual's interests to do so: for example for medical advice, for social protection, safeguarding and cooperation with the police or social services, for insurance purposes or to caterers or organisers of Academy trips who need to be made aware of dietary or medical needs;
- To provide educational services in the context of any special educational needs of a pupil;
- To provide spiritual education in the context of any religious beliefs;
- In connection with employment of its staff, for example DBS checks, welfare or pensions;
- As part of any Academy or external complaints, disciplinary or investigation process that involves such data, for example if there are SEN, health or safeguarding elements; or
- For legal and regulatory purposes (for example child protection, diversity monitoring and health and safety) and to comply with its legal obligations and duties of care.

TYPES OF PERSONAL DATA PROCESSED BY THE ACADEMY

This will include by way of example:

- names, addresses, telephone numbers, e-mail addresses and other contact details;
- past, present and prospective pupils' academic, disciplinary, admissions and attendance records (including information about any special needs), and examination scripts and marks;
- where appropriate, information about individuals' health, and contact details for their next of kin;
- personnel files, including in connection with academics, employment or safeguarding;
- correspondence with and concerning staff, pupils and parents past and present;
- references given or received by the Academy about pupils, and information provided by previous educational establishments and/or other professionals or organisations working with pupils; and
- images of pupils (and occasionally other individuals) engaging in Academy activities in accordance with the Academy's policy on taking, storing and using images of children;

HOW THE ACADEMY COLLECTS DATA

Generally, the Academy receives personal data from the individual directly (including, in the case of pupils, from their parents). This may be via a form, or simply in the ordinary course of interaction or communication (such as email or written assessments).

However in some cases personal data may be supplied by third parties (for example another Academy, or other professionals or authorities working with that individual).

WHO HAS ACCESS TO PERSONAL DATA AND WHO THE ACADEMY SHARES IT WITH

Occasionally, the Academy will need to share personal information relating to its community with third parties, such as

- professional advisers (e.g. lawyers, insurers and accountants);
- government authorities (e.g. HMRC, police or the local authority);
- appropriate regulatory bodies (e.g. Ofsted, Independent Academics Inspectorate, Charity Commission, Information Commissioners Office);

For the most part, personal data collected by the Academy will remain within the Academy, and will be processed by appropriate individuals only in accordance with access protocols (i.e. on a 'need to know' basis). Particularly strict rules of access apply in the context of:

- pastoral or safeguarding files.

However, a certain amount of any SEN pupil's relevant information will need to be provided to staff more widely in the context of providing the necessary care and education that the pupil requires.

Staff and parents are reminded that the Academy is under duties imposed by law and statutory guidance (including Keeping Children Safe in Education) to record or report incidents and concerns that arise or are reported to it, in some cases regardless of whether they are proven, if they meet a certain threshold of seriousness in their nature or regularity. This may include file notes on personnel or safeguarding files, and in some cases referrals to relevant authorities such as the LADO or police. For further information about this, please view the Academy's Safeguarding Policy.

Finally, in accordance with Data Protection Law, some of the Academy's processing activity is carried out on its behalf by third parties, such as IT systems, web developers or cloud storage providers. This is always subject to contractual assurances that personal data will be kept securely and only in accordance with the Academy's specific directions.

HOW LONG WE KEEP PERSONAL DATA

The Academy will retain personal data securely and only in line with how long it is necessary to keep for a legitimate and lawful reason. If you have any specific queries about how this policy is applied, or wish to request that personal data that you no longer believe to be relevant is considered for erasure, please contact the Principal in writing (Principal, Attleborough Academy, 9, Norwich Road, Attleborough, Norfolk. NR17 2AJ). However, please bear in mind that the Academy may have lawful and necessary reasons to hold on to some data even following such a request.

A limited and reasonable amount of information will be kept for archiving purposes, for example; and even when you have requested we no longer keep in touch with you, we will need to keep a record of the fact in order to fulfil your wishes (called a "suppression record")

The Academy retains documents in accordance with its Records Retention Policy. The following principles apply to that policy:

- all information held by the Academy is justifiable by reference to its purpose:

- information will not be held for any time period over and above that specified in the Records Retention Policy; and
- Information will be securely disposed of as outlined in the Records Retention Policy.

KEEPING IN TOUCH AND SUPPORTING THE ACADEMY

The Academy will use the contact details of parents and other members of the Academy community to keep them updated about the activities of the Academy and parent events of interest, including by sending updates and newsletters, by email and by post. Unless the relevant individual objects, the Academy may also:

- Share personal data about parents, as appropriate, with organisations set up to help establish and maintain relationships with the Academy such as the Friends of Attleborough Academy
- Contact parents (including via the organisations above) by post and email in order to promote and raise funds for the Academy and, where appropriate, other worthy causes;
- Should you wish to limit or object to any such use, or would like further information about them, please contact the Secretary to Friends of Attleborough Academy in writing (Secretary to Friends of Attleborough Academy, 9, Norwich Road, Attleborough, Norfolk. NR17 2AJ You always have the right to withdraw consent, where given, or otherwise object to direct marketing or fundraising. However, the Academy may need nonetheless to retain some of your details (not least to ensure that no more communications are sent to that particular address, email or telephone number).

YOUR RIGHTS

Rights of Access

Individuals have various rights under Data Protection Law to access and understand personal data about them held by the Academy, and in some cases ask for it to be erased or amended or have it transferred to others, or for the Academy to stop processing it, but subject to certain exemptions and limitations.

Any individual wishing to access or amend their personal data, or wishing it to be transferred to another person or organisation, should put their request in writing to the Principal, (Attleborough Academy, 9, Norwich Road, Attleborough, Norfolk. NR17 2AJ).

The Academy will endeavour to respond to any such written requests as soon as is reasonably practicable and in any event within statutory time-limits, which is one month in the case of requests for access to information. The Academy will be better able to respond quickly to smaller, targeted requests for information. If the request is manifestly excessive or similar to previous requests, the Academy may ask you to reconsider or charge a proportionate fee, but only where Data Protection Law allows it.

Requests that cannot be fulfilled

You should be aware that the right of access is limited to your own personal data, and certain data is exempt from the right of access. This may include information which identifies other individuals (and parents need to be aware this may include their own children, in certain limited

situations – please see further below), or information which is subject to legal privilege (for example legal advice given to or sought by the Academy, or documents prepared in connection with a legal action).

The Academy is also not required to disclose any pupil examination scripts (or other information consisting solely of pupil test answers), provide examination or other test marks ahead of any ordinary publication, not share any confidential reference given by the Academy itself for the purposes of education, training or employment of any individual.

Parents may be aware that GDPR allows for the ‘right to be forgotten’. However, please be aware that the Academy will sometimes have compelling reasons to refuse specific requests to amend, delete or stop processing your (or your child’s) personal data: for example, a legal requirement or where it falls within a legitimate interest identified in the Privacy Notice. All requests will be considered on their own merits.

Pupil Requests

Pupils can make subject access requests for their own personal data, provided that, in the reasonable opinion of the Academy, they have sufficient maturity to understand the request they are making (see section Whose Rights below). Indeed, while a person with parental responsibility will generally be expected to make a subject access request on behalf of younger pupils, the information in question is always considered to be the child’s at law. A pupil of any age may ask a parent or other representative to make a subject access request on his/her behalf, and moreover (if of sufficient age) their consent or authority may need to be sought by the parent. Pupils aged 13 are generally assumed to have this level of maturity, although this will depend on both the child and the personal data requested, including any relevant circumstances at home. Children younger than 13 may be sufficiently mature to have a say in this decision. All subject access requests from pupils will therefore be considered on a case by case basis.

Parental Requests

It should be clearly understood that the rules on subject access are not the sole basis on which information requests are handled. Parents may not have a statutory right to information, but they and others will often have a legitimate interest or expectation in receiving certain information about pupils without their consent. The Academy may consider there are lawful grounds for sharing with or without reference to that pupil.

Parents will in general receive educational and pastoral updates about their children. Where parents are separated, the Academy will, in most cases, aim to provide the same information to each person with parental responsibility, but may need to factor in all the circumstances including the express wishes of the child.

All information requests from, on behalf of or concerning pupils – whether made under subject access or simply as an incidental request – will therefore be considered on a case by case basis.

Consent

Where the Academy is relying on consent as a means to process personal data, any person may withdraw this consent at any time (subject to similar age considerations as above). Examples where we do rely on consent are: e.g. certain types of uses of images, certain types

of fundraising activity. Please be aware however that the Academy may have another lawful reason to process the personal data in question even without your consent.

That reason will usually have been asserted under this Privacy Notice or may otherwise exist under some form of contract or agreement with the individual e.g. an employment or parent contract, or because a purchase of goods, services or membership of an organisation such as the Friends of Attleborough Academy has been requested.

Whose Rights

The rights under Data Protection Law belong to the individual to whom the data relates. However, the Academy will often rely on parental authority or notice for the necessary ways it processes personal data relating to pupils. Parents should be aware that this is not necessarily the same as the Academy relying on strict consent (see section on consent above)

Where consent is required, it may in some cases be necessary or appropriate – given the nature of the processing in question, and the pupil's age and understanding - to seek the pupil's consent. Parents should be aware that in such situations they may not be consulted depending on the interests of the child, the parents' rights at law or under their contract, and all the circumstances.

In general, the Academy will assume that pupil's consent is not required for ordinary disclosure of their personal data to their parents, e.g. for the purposes of keeping parents informed about the pupil's activities, progress and behaviour, and in the interests of the pupil's welfare, unless, in the Academy's opinion, there is a good reason to do otherwise.

However, where a pupil seeks to raise concerns confidentially with a member of staff and expressly withholds their agreement to their personal data being disclosed to their parents, the Academy may be under an obligation to maintain confidentiality unless, in the Academy's opinion, there is a good reason to do otherwise; for example where the Academy believes disclosure will be in the best interests of the pupil or other pupils, or if required by law.

Pupils are required to respect the personal data and privacy of others, and to comply with the Academy's relevant policies, e.g. IT acceptable use policy, IT Code of Conduct and the Academy's rules. Staff are under professional duties to do the same covered under the relevant staff policy.

DATA ACCURACY AND SECURITY

The Academy will endeavour to ensure that all personal data held in relation to an individual is as up to date and accurate as possible. Individuals must please notify the Principal (for academic and pastoral matters) or the SET Director of HR (Staff matters) of any changes to information held about them.

An individual has the right to request that any out-of-date, irrelevant or inaccurate information about them is erased or corrected (subject to certain exemptions and limitations under Data Protection Law): please see above for details of why the Academy may need to process your data, of who you may contact if you disagree.

The Academy will take appropriate technical and organisational steps to ensure the security of personal data about individuals, including policies around use of technology and devices,

and access to Academy systems. All staff and governors will be made aware of this policy and their duties under Data Protection Law and receive relevant training.

THIS POLICY

The Academy will update this Privacy Notice from time to-time. Any substantial changes that affect your rights will be provided to you as far as is reasonably practicable.

QUERIES AND COMPLAINTS

Any comments or queries on this policy should be directed to the Principal in writing at Attleborough Academy, 9, Norwich Road, Attleborough, Norfolk. NR17 2AJ. If an individual believes that the Academy has not complied with this policy or acted otherwise than in accordance with Data Protection Law, they should utilise the Academy complaints procedure (Trust grievance procedure for a member of staff) and should also notify the Principal (see address above). You can also make a referral to or lodge a complaint with the Information Commissioner's Office (ICO), although the ICO recommends that steps are taken to resolve the matter with the Academy before involving the regulator.