

Habs

HABERDASHERS'
ELSTREE SCHOOLS

Privacy Notice for Older Students (Students aged 13+)

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1	Introduction	3
2	Data Protection Principles	3
3	What is “Personal Information”?	3
4	Our legal basis for using your information	3
4.1	Legitimate interests	3
4.2	Legal obligation	4
4.3	Vital interests	4
4.4	Performance of a task carried out in the public interest	4
4.5	Consent	4
5	Special categories of personal information	5
5.1	Substantial public interest	5
5.2	Employment, social security and social protection	5
5.3	Vital interests	5
5.4	Legal claims	5
5.5	Medical purposes	6
6	How and why does the School collect and use your personal information?	6
7	Criminal offence information	9
8	Multiple legal basis	9
9	Sending information to other countries	9
10	For how long do we keep your information?	10
11	What decisions can you make about your information?	10
12	Further Information	11

1 Introduction

Haberdashers' Elstree Schools is a "data controller". This Privacy Notice (Notice) is to help you understand **how** and **why** we collect your personal information and **what** we do with that information. It also explains the decisions that you can make about your own information.

If you have any questions about this Notice, please talk to your form tutor.

2 Data Protection Principles

We will comply with data protection law. This says that the personal information we hold about you must be:

- Used lawfully, fairly and in a transparent way
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes
- Relevant to the purposes we have told you about and limited only to those purposes
- Accurate and kept up to date
- Kept only as long as necessary for the purposes we have told you about
- Kept securely.

3 What is "Personal Information"?

Personal data means any information that the School holds about an individual who can be directly or indirectly identified in particular by reference to an identifier (i.e. any data that can be linked to an individual).

A wide range of personal identifiers are included within this definition, including name, date of birth, unique student number, medical details and exam results. CCTV images, photos and video recordings are also personal information.

The School may also hold sensitive personal data about you such as your religion or ethnic group.

4 Our legal basis for using your information

This section contains information about the legal basis that we are relying on when handling your information.

4.1 Legitimate interests

This means that the School is using your information when this is necessary for the School's legitimate interests or someone else's legitimate interests. We won't rely on this basis when your interests and fundamental rights override our legitimate interests. Specifically, the School has a legitimate interest in:

- providing you with an education and making sure that you are behaving properly
- complying with our agreement with your parents for you to be at the School
- safeguarding and promoting your welfare and the welfare of other students
- keeping the School buildings safe
- making sure that the School is well managed and that we protect the School's reputation
- telling people about the School and what we do here, for example, we may use photographs of you in our prospectus, on our website or in our social media
- ensuring that all relevant legal obligations of the School are complied with, for example, when the school is inspected
- using your information in connection with legal disputes
- providing references for you
- monitoring the proper use of our IT and communications systems
- improving the School, for example, if we want to raise money to build new buildings or to make sure that we are providing you and your classmates with a good schooling experience.

In addition, your personal information may be processed for the legitimate interests of others, for example, we may use information about you when investigating a complaint made by one of your fellow students.

4.2 Legal obligation

The School might need to use your information in order to comply with a legal obligation, for example, to report a concern about your wellbeing to Children's Services. We will also have to disclose your information to third parties such as the courts, the local authority or the police where legally obliged to do so.

4.3 Vital interests

In limited circumstances we may use your information to protect your vital interests or the vital interests of someone else, for example, if you or they are seriously hurt.

4.4 Performance of a task carried out in the public interest

This applies where what we are doing is for the benefit of people generally. The following are examples of where this applies:

- providing you and others with an education
- safeguarding and promoting your welfare and the welfare of your classmates
- facilitating the efficient operation of the School and
- ensuring that we comply with all of our legal obligations.

4.5 Consent

We may ask for your consent to use your information in certain ways as an alternative to relying on any of the basis set out above, for example, we may ask for your consent before filming a school brand film if the video is more intrusive and we cannot rely on legitimate interests. If we ask for your consent to use your personal information, you can withdraw this consent at any time.

Any use of your information before you withdraw your consent, remains valid. Please write to the Head if you would like to withdraw any consent that you have given.

There are some limited circumstances where your request to withdraw consent can't always be accepted. For example, where we have to comply with legal obligations to keep certain data to give to official authorities e.g. Department for Education, County Council. Please let us know if you would like to withdraw any consent that you have given. In some cases, we will rely on more than one of the grounds above for a particular use of your information e.g. we may rely on legitimate interests and public interest grounds when using your information to look after you and your classmates.

5 Special categories of personal information

The School must also comply with an additional condition where it processes special categories of personal information. These special categories include personal information revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, genetic information, biometric information, health information, and information about sex life or orientation.

5.1 Substantial public interest

The School is allowed to use special categories of personal information where doing so is necessary in the substantial public interest. This is similar to "public interest" in section 3.4 above, for example, the School will use information about your health to look after you. We may also use other types of special category personal data about you to provide you with an education, to look after you and your classmates or when the School is inspected.

5.2 Employment, social security and social protection

There will be times when the School needs to use your information because we are an employer, for example, we employ your teachers. Also, the School will use your information to comply with social protection law, for example, to look after you, and social security laws. Social protection law is concerned with preventing, managing, and overcoming situations that adversely affect people's wellbeing.

5.3 Vital interests

In limited circumstances we may use your information to protect your vital interests or the vital interests of someone else, for example, if you or they are seriously hurt.

5.4 Legal claims

We are allowed to use your information if this is necessary in relation to legal claims, for example, this allows us to share information with our legal advisors and insurers. This applies whenever sharing special category data is necessary in relation to legal claims.

5.5 Medical purposes

This includes medical treatment and the management of healthcare services.

6 How and why does the School collect and use your personal information?

We set out below different ways in which we use personal information and where this personal information comes from:

- the School's primary reason for using your personal information is to provide you with an education
- the School will also use your personal information to safeguard and promote your welfare and the welfare of others, for example, so that we can look after you if they are hurt
- admissions forms give us lots of personal information about you such as your name, contact details, disabilities, any particular difficulties you have with work, hobbies and interests, medical information (such as information about an allergy) and family circumstances. We get information from you, your parents, your teachers and other pupils. Your old school also gives us information about how well you did and any difficulties you had so that we can teach and care for you
- sometimes we get information from your doctor and other professionals where we need this to look after you
- we will use information about you during the admissions process, for example, when marking your entrance exams and learning more about you from your parents before you join the School. We may let your old school know if you have been offered a place at the School
- we need to tell the appropriate teachers if you have a health issue
- we will need to tell your teachers if you have special educational needs or need extra help with some tasks
- we will need to share information about you, for example, about your health and wellbeing, with the School's medical practitioner
- if we have information that you suffer from an allergy, we will use this information so that we can look after you
- if we have information that you suffer from a disability, we will use information about that disability to provide support
- where appropriate, the School will have information about your religious beliefs and practices, for example, if you do not eat certain foods
- we use CCTV to make sure the School site is safe. CCTV is not used in private areas such as changing rooms
- we will be told if you receive free school meals so that we can provide these
- we record your attendance and if you have time away from the School, we record the reason(s) why
- we will need to report some of your information to the government, for example, the Department for Education. We will need to tell the local authority that you attend the School, if you leave the School or let them know if we have any concerns about your welfare
- we are legally required to provide the Department for Education with certain information about you and your classmates. Some of this information will be stored on the National Pupil Database. Organisations can request information from the National Pupil Database which includes information about you. But they are only allowed to do

this for limited purposes, and they must be very careful about how they use your information. Further information can be found at the following:

- <https://www.gov.uk/government/publications/national-pupil-database-user-guide-and-supporting-information>
- we may need to share information about you with the Health and Safety Executive (a government organisation) if there is a health and safety issue at the School
- the School is a charity which means that we may need to share your information with the Charity Commission which checks how we are behaving as a charity
- we will need information about any court orders or criminal matters which relate to you. This is so that we can safeguard your welfare and wellbeing and the other pupils at the School
- if you are from another country, we have to make sure that you have the right to study in the UK. Sometimes the government will ask us to provide information as part of our reporting requirements. In addition to this we have a duty to provide information about you to UK Visas and Immigration who are part of the government
- depending on where you will go when you leave us, we will provide your information to other schools, colleges and universities, UCAS or potential employers, for example, we will share information about your exam results and provide references
- we may pass on information to your next school which they need to look after you, for example, information about any concerns we have had about your welfare
- when you take public examinations, for example, GCSEs, we will need to share information about you with examination boards, for example, if you require extra time in your exams
- the Learning Records Service (which is part of the government) will give us your unique learning number. We may receive details about you, for example, your qualifications, from the Learning Records Service
- we will provide your information to the local authority so that they can provide careers advice. We may also share your information with the provider of youth support services
- the School is sometimes inspected to make sure that we are continuing to be a good school. We will have to make your information available to the inspectors to help them to carry out their job
- if someone makes a complaint about how the School has behaved, we may need to use your information to deal with this appropriately, for example, if your parents complain that we have not looked after you properly
- the School may share information about you with the local authority for the purpose of the preparation, implementation and/or review of your Statement of Special Educational Needs or Education Health and Care Plan
- we may need to share information about you with the police or our legal advisers if something goes wrong or to help with an enquiry, for example, if one of your classmates is injured at School or if there is a burglary
- we use consultants, experts and other advisors to assist the School in fulfilling its obligations and to help run the School properly. We will share your information with them if this is relevant to their work
- if you have misbehaved in a serious way, we may need to share information with the police, and we may need to use information about the action taken by the police
- we may share some information with our insurance company to make sure that we have the insurance cover that we need
- parents who are based outside of the UK will sometimes appoint someone to act on their behalf during the admissions process (an overseas agent). If this applies to you, your parents may provide information to the overseas agent so that he or she can pass this on to the School. Will sometimes share information with the overseas agent, for example, we may send them the letter telling your parents that we are offering you a place so that they can pass this on to your parents
- we will share your academic and (where fair) your behaviour records with your parents or education guardian so they can support your schooling

- we will monitor your use of email, the internet and mobile electronic devices, for example, iPads. This monitoring is sometimes carried out using computer software. In certain circumstances we will look at the content of your communications, for example, emails and text messages. We monitor and look at your use of technology, for example, your use of your phone, to check that you and your classmates are not misbehaving, at risk of harm or for other good reasons. If you would like more information about this, you can read the School's guidance on acceptable use of IT and email or speak to your form tutor.
- we may use photographs or videos of you for the School's website and social media sites or prospectus to show prospective pupils what we do here and to advertise the School. We may continue to use these photographs and videos after you have left the School
- photographs, video, first name, year group, school name for marketing purposes, as well as categories of personal data for operational purposes at Scheme Events and applications for awards. Please see our Data Sharing Agreement for full information' to the list.
- sometimes we use photographs and videos for teaching purposes, for example, to record a drama lesson
- if you have concerns about us using photographs or videos of you please write to the Head
- we publish our public exam results, sports fixtures and other news on the website and put articles and photographs in the local news to tell people about what we have been doing
- we will keep details of your address when you leave so we can send news about the School and find out how you are getting on. We may also pass your details onto the School's alumni organisation
- the School must make sure that our computer network is working well and is secure. This may involve information about you, for example, our anti-virus software might scan files containing information about you
- from time to time, we may use a third party to provide activities such as an external sports coach. We may share your information with them, for example, to tell them what sports you are good at
- we can keep information about you for a very long time or even indefinitely if we need this for historical, research or statistical purposes, for example, if we consider the information might be useful if someone wanted to write a book about the School
- we may share personal data with trusted third parties who process data on behalf of the School and/or provide services to the School that may involve the processing of personal data. These third parties are not permitted to process the data other than in accordance with our Data Processing Agreement with them, or to share your data with anyone else other than where necessary for the provision of the service to the School or as required by law
- We share your personal data with other Haberdashers' schools within Haberdashers' Academies Trust South, Haberdashers' Monmouth Schools and Haberdashers' West Midlands Academies Trust and also with our trustee The Haberdashers' Company. We may also receive personal data from this list of partners. Where images and video are concerned, only that captured at joint events will be shared.
- we will only share your information with other people and organisations when we have a good reason to do so. In exceptional circumstances we may need to share it more widely than we would normally
- we sometimes use contractors to handle personal information on our behalf. The following are examples:
 - IT consultants who might access information about you when checking the security of our IT network and

- we use third party "cloud computing" services to store some information rather than the information being stored on hard drives located on the School site.

The majority of your Personal Data collected by us will mostly remain within the School and in all cases it will be handled only by people who need to know the information. If you have any questions about any of the above, please speak to your form tutor who will then pass your queries to the Compliance Manager and will respond accordingly.

7 Criminal office information

In exceptional circumstances, we may use information about criminal convictions or offences. We will only do this where the law allows us to. This will usually be where such processing is necessary to carry out our obligations, to exercise our rights or to look after our pupils.

8 Multiple legal basis

As you will see from the information above, in some cases we will rely on more than one basis for a particular use of your information. In addition, we may move from one of the legal bases listed above to another as circumstances change. For example, if we become really worried about your wellbeing, we may start to rely on "legal obligation" to share personal information with the local authority in addition to the other legal bases which are noted for safeguarding purposes.

9 Sending information to other countries

We may send your information to countries which do not have the same level of protection for personal information as there is in the UK, for example, we may store your information on cloud computer storage based overseas.

The ICO has produced a list of countries which have adequate data protection rules. The list can be found here:

<https://ico.org.uk/for-organisations/data-protection-and-the-eu/data-protection-and-the-eu-in-detail/the-uk-gdpr/international-data-transfers/>

If the country that we are sending your information to is not on the list or is not a country within the EEA (which means the European Union, Liechtenstein, Norway and Iceland), then it might not have the same level of protection for personal information as there is in the UK.

We will provide you with details about the safeguards which we have in place outside of this Notice. If you have any questions about the safeguards that are in place, speak to your form tutor who will then pass your queries to the Compliance Manager and will respond accordingly.

10 For how long do we keep your information?

We keep your information for as long as we need to in order to educate and look after you. We will keep some information after you have left the School, for example, so that we can find out what happened if you make a complaint.

In exceptional circumstances, we may keep your information for a longer time than usual, but we would only do so if we had a good reason and only if we are allowed to do so under data protection law. Once you are no longer a student at the School, we will retain and securely destroy your personal information in accordance with applicable laws and regulations.

Please see the School's Data Protection Policy for more detailed information. This can be found on our website.

11 What decisions can you make about your information?

From 25 May 2018 you will be able to make various decisions about your information. Some of these are new rights whilst others build on your existing rights. Your rights are as follows:

- **Rectification:** If information held by the School about you is incorrect you can ask us to correct it.
- **Access:** You can also ask what information we hold about you and be provided with a copy. This is commonly known as making a subject access request. We will also give you extra information, such as why we use this information about you, where it came from and what types of people, we have sent it to.
- **Deletion:** You can ask us to delete the information that we hold about you in certain circumstances, for example, where we no longer need the information.
- **Portability:** You can request the transfer of your information to you or to a third party in a format that can be read by computer in certain circumstances.
- **Restriction:** Our use of information about you may be restricted to simply storing it in some cases, for example, if you tell us that the information is inaccurate, we can only use it for limited purposes while we check its accuracy.
- **Object:** You may object to us using your information where:
 - we are using it for direct marketing purposes
 - the legal basis on which we are relying is either legitimate interests or performance of a task carried out in the public interest. Please see the section "Our legal basis for using your information" above
 - we are using it for historical or scientific research purposes or archiving purposes, for example, we may keep photographs of your class for historical reasons.

Please note that the above rights are not absolute, and we may be entitled to refuse requests where exemptions apply. The School will endeavour to respond to any such requests as soon as is reasonably practicable and, in any event, within statutory time limits (which is generally 1 month, but actually fulfilling more complex or multiple requests, e.g. those involving third party information, may take 1-2 months longer).

12 Further Information

This Notice is to explain how we look after your personal information. The Compliance Manager can answer any questions which you might have.

Please let the school know if:

- you would like more information about your data protection rights
- you would like to exercise any of your rights listed above
- you would like us to update the information we hold about you or
- you would prefer that certain information is kept confidential.

The Compliance Manager is responsible in overseeing the School's data protection compliance. You can ask your form teacher to speak to the Compliance Manager, alternatively you can email the Compliance Manger on dataprotection@habselstree.org.uk. If you prefer, you can ask your parents to speak to us on your behalf.

If you consider that we have not acted properly when using your personal information, you can contact the Information Commissioner's Office – www.ico.org.uk.