



# Oaklands Junior School

## Data Protection Policy



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**Policy Statement:**

This is a Corvus Learning Trust policy that will be adopted by all Local Governing Bodies within the Trust

**Purpose:**

This policy is intended to ensure that personal information is dealt with properly and securely in line with current Legislation and Guidance

**Responsibility for Approval:**

Board of Trustees

**Responsibility for Updating:**

CLT Data Protection Officer

**Related Policies/Guidance:**

- The Data Protection Act 2018
- General Data Protection Regulation (GDPR)
- The Freedom of Information Act 2000
- CLT TP3 Privacy notice
- Oaklands Junior School's Equality policy
- Oaklands Junior School's's Complaints policy
- Oaklands Junior School's's Freedom of Information policy

## 1. Introduction

This policy is intended to ensure that personal information is dealt with properly and securely and in accordance with the Data Protection Act 1998 and the General Data Protection Regulation (GDPR) and the expected provisions of the Data Protection Act 2018 (DPA 2018) as set out in the Data Protection Bill. 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](#).

This Corvus Learning Trust Policy applies to the Corvus Learning Trust (the Trust) as a whole and to all its schools and service units in the Trust. It applies to anyone who handles or has access to people's personal information, regardless of the way it is used, recorded and stored and whether it is held in paper files or electronically.

The Trust, as a Data Controller, recognises and accepts its responsibility as set out in the Data Protection Bill. The Trust will take all reasonable steps to meet this responsibility and to promote good practice in the handling and use of personal information, in accordance with this Policy.

It is the responsibility of the Local Governing Body (LGB) and Headteacher of each school, and the Board of Trustees (the Board) and the Chief Executive Officer (CEO) for Trust central services, to ensure that their school/service and its staff adhere to this Policy; in implementing this Policy the LGB, Headteacher and Trust staff must take account of any advice given to them by the Chief Executive Officer (CEO) and/or the Board.

This Policy is subject to the Scheme of Delegation approved for the Trust and its schools or service. If there is any ambiguity or conflict then the Scheme of Delegation (the Scheme) and any specific Scheme or alteration or restriction to the Scheme approved by the Board takes precedence. If there is any question or doubt about the interpretation or implementation of this Policy, the Chief Executive Officer (CEO) should be consulted.

## 2. Principles

- 2.1 The Trust and its schools will hold the minimum personal data necessary to enable it to perform its function and it will not hold it for longer than necessary for the purposes for which it was collected.
- 2.2 Every effort will be made to ensure that data held is accurate, up to date and that inaccuracies are corrected without unnecessary delay.
- 2.3 All personal data will be fairly obtained in accordance with the "Privacy Notice" and lawfully processed in accordance with the "Conditions for Processing".
- 2.4 The Trust and its schools will:
  - apply the records management policies and procedures to ensure that information is not held longer than is necessary;
  - ensure that when information is authorised for disposal it is done appropriately;
  - ensure appropriate security measures are in place to safeguard personal information whether that is held in paper files or on a computer system;
  - only share personal information with others when it is necessary and legally appropriate to do so;
  - set out clear procedures for responding to requests for access to personal information known as subject access in the Data Protection Act;

- train all staff so that they are aware of their responsibilities and of the Trust and its schools' relevant policies and procedures.

### **3. Definition of Personal Data**

The Trust and its schools and individuals will have access to a wide range of personal data which may be held in a digital format or on paper records. Personal data is defined as any combination of data items that identifies an individual and provides specific information about them, their families or circumstances. This will include:

- Personal information about members of the Trust and its schools' community – including pupils/students, members of staff and parents/carers e.g. names, addresses, contact details, legal guardianship contact details, health records, disciplinary records;
- Curricular/academic data e.g. class lists, pupil/student progress records, reports, references;
- Professional records e.g. employment history, taxation and national insurance records, appraisal records and references;
- Any other information that might be disclosed by parents/carers or by other agencies working with families or staff members.

### **4. Responsibilities**

This policy applies to all staff employed by the Trust and its schools including volunteers, and to external organisations or individuals working on behalf of the Trust and its schools. Staff, who do not comply with this policy may face disciplinary action.

#### **4.1 The Data Controller**

The Trust processes personal data relating to parents, pupils, staff, Trustees, Governors, Members visitors and others, and therefore is a data controller. As such, the Trust is registered as a data controller with the ICO and will renew this registration annually or as otherwise legally required.

#### **4.2 The Trustees**

The Trustees have overall responsibility for ensuring that the Trust complies with all relevant data protection obligations.

#### **4.3 Data Protection Officer**

The data protection officer (DPO) is responsible for overseeing the implementation of this Policy, monitoring compliance with data protection law, and developing related policies and guidelines where applicable. They report directly to the Board and operate independently and cannot be dismissed or penalised for performing their duties.

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

The DPO is also the first point of contact for individuals whose data the Trust and its schools' processes, and for the ICO.

Full details of the DPO's responsibilities are set out in their job description.

The name and contact details of the DPO are provided in Appendix I

#### 4.4 Headteacher

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

#### 4.5 Information Asset Owners

The Trust will identify Information Asset Owners (IAOs) for the various types of data being held (e.g. pupil/student information/staff information/assessment data etc.). The IAOs will manage and address risks to the information and will understand:

- what information is held, for how long and for what purpose,
- how information has been amended or added to over time, and
- who has access to protected data and why.

#### 4.6 All staff

All Members, Trustees, Governors, staff, contractors and volunteers are responsible for:

- Collecting, storing and processing any personal data in accordance with this Policy
- Informing the Trust 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
  - 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.

### 5. Collecting and using Information

#### 5.1 Lawfulness, fairness and transparency

The Trust will only process personal data where it has one of six 'lawful bases' (legal reasons) to do so under data protection law:

- The data needs to be processed so that the Trust can **fulfil a contract** with the individual, or the individual has asked the Trust and its schools to take specific steps before entering into a contract;
- The data needs to be processed so that the Trust 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 Trust, 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 Trust 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 pupil) has freely given clear **consent**.

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

## 5.2 Limitation, minimisation and accuracy

The Trust will only collect personal data for specified, explicit and legitimate reasons. These reasons will be explained to the individuals when their data is first collected.

If the Trust wants to use personal data for reasons other than those given when the information was first obtained, the Trust will inform the individuals concerned before it does so, and seek consent where necessary.

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

## 5.3 Information to Parents/Carers – the “Privacy Notice”

In order to comply with the fair processing requirements of the DPA 2018, the Trust will inform parents/carers of all pupils/students of the data they collect, process and hold on pupils/students, the purposes for which the data is held and the third parties (e.g. LA, DfE, etc.) to whom it may be passed.

This privacy notice will be passed to parents/carers via the school's website and they will be informed of any updates via email and/or a letter home as appropriate. Parents/carers of young people who are new to the Trust will be provided with the link to the privacy notice in the information pack and registration form.

## 6. Secure storage and access to information

- 6.1 The Trust 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. Data will be protected during its whole lifecycle, from creation to deletion. This covers data in use, in transit and in rest on all media, electronic or otherwise.

In particular:

- Paper-based records 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. The Trust will endeavour to follow a “Clear Desk” approach to data protection;
- Visitors should not be left unattended with Trust data and care must be taken that there is no Trust data visible in offices where meetings are held. Visitors should not be left unattended with Trust data and care must be taken that there is no Trust data visible in offices where meetings are held;

- Where personal information needs to be taken off site, such as on school trips, staff must take all reasonable steps to protect the information;
  - All users will use strong passwords which must be changed regularly, in line with guidance from IT support services. User passwords must never be shared and should be different to password used for personal accounts, such as Gmail, LinkedIn etc.;
  - Personal data may only be accessed on machines that are securely password protected. Any device that can be used to access data must be locked if left (even for very short periods) and set to auto lock if not used for 5 minutes;
  - Data should be shared via a Trust-provided document sharing tool, such as Google Drive, OneDrive, SharePoint, GVO, remote desktop etc. Where possible, email a link to the document rather than sending personal data by email. Do not use external web-based document sharing sites, such as Dropbox or a personal Google Drive, to share/store Trust data;
  - Personal devices used to access Trust data must have an access password, PIN or equivalent. Mobile devices should be configured to allow remote wiping of data in case of theft;
  - Personal devices used to access Trust services should be configured so that the user is required to enter a password whenever they access a service such as Trust email. Services should not be left logged in;
  - Personal data can only be stored on school equipment (this includes computers and portable storage media. **Private equipment (i.e. owned by the users) must not be used for the storage of personal data;**
  - Do not share Trust data with anyone without verifying both their identity and your legal basis for sharing the data. Data can only be shared outside the Trust where the recipient has signed an appropriate data-sharing agreement or confidentiality agreement;
  - Do not participate in telephone or Internet surveys without first receiving authorisation from the Trust;
  - Report any interaction with a 3<sup>rd</sup> party which you think is strange / suspicious, or any incident you think could negatively affect the integrity or reputation of the Trust, to the DPO;
  - Avoid discussing personal, confidential or privileged information in public places.
- 6.2 The Trust will ensure that systems are set up so that the existence of protected files is hidden from unauthorised users and that users will be assigned a clearance that will determine which files are accessible to them. Access to protected data will be controlled according to the role of the user. Members of staff will not, as a matter of course, be granted access to the whole management information system.
- 6.3 When personal data is stored on any laptop, other portable computer system, USB stick or any other removable media:
- the data must be encrypted and password protected;
  - the device must be password protected;
  - where possible, the device must offer approved virus and malware checking software; and
  - the data must be securely deleted from the device, in line with school policy (below) once it has been transferred or its use is complete.

- 6.4 The Trust has clear policy and procedures for the automatic backing up, accessing and restoring all data held on school systems, including off-site backups.
- 6.5 The Trust has clear policy and procedures for the use of “Cloud Based Storage Systems” (for example Google Classroom or SISRA Analytics) and is aware that data held in remote and cloud storage is still required to be protected in line with the Data Protection Act. The Trust will ensure that it is satisfied with controls put in place by remote / cloud based data services providers to protect the data.

6.6 Access out of school

The Trust recognises that personal data may be accessed by teachers and other users out of school. In these circumstances:

- Users may not remove or copy sensitive or restricted or protected personal data from the Trust and its schools or authorised premises without permission and unless the media is encrypted and password protected and is transported securely for storage in a secure location;
- Users must take particular care that computers or removable devices which contain personal data are not accessed by other users (e.g. family members) when out of school;
- When restricted or protected personal data is required by an authorised user from outside the organisation’s premises (for example, by a member of staff to work from their home), they should preferably have secure remote access to the management information system or learning platform;
- If secure remote access is not possible, users must only remove or copy personal or sensitive data from the organisation or authorised premises if the storage media, portable or mobile device is encrypted and is transported securely for storage in a secure location;
- Users must protect all portable and mobile devices, including media, used to store and transmit personal information using approved encryption software; and
- Particular care should be taken if data is taken or transferred to another country, particularly outside of Europe.

## 7. Sharing data

- 7.1 The Trust will not normally share personal data with anyone else, but may do so where:

- There is an issue with a pupil or parent/carer that puts the safety of our staff at risk;
- There is a need to liaise with other agencies – the Trust will seek consent as necessary before doing this;
- Suppliers or contractors need data to enable the Trust to provide services to staff and pupils/students – for example, IT companies. When doing this, the Trust 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 shared;
  - Only share data that the supplier or contractor needs to carry out their service, and information necessary to keep them safe while working with the Trust and its schools.

- 7.2 The Trust will also share personal data with law enforcement and government bodies where 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.
- 7.3 The Trust may also share personal data with emergency services and local authorities to help them to respond to an emergency situation that affects pupils or staff.
- 7.4 Where the Trust transfers personal data to a country or territory outside the European Economic Area, it will do so in accordance with data protection law.

## **8. Subject Access Requests (SAR) and other rights of individuals**

### **8.1 Subject Access Requests**

The Trust recognises that under Section 7 of the DPA 2018, <http://www.legislation.gov.uk/ukpga/1998/29/section/7> data subjects have a number of rights in connection with their personal data, the main one being the right of access. The Procedures are set out in Appendix II to deal with Subject Access Requests i.e. a written request to see all or a part of the personal data held by the data controller in connection with the data subject.

### **8.2 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 13 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 pupils may not be granted without the express permission of the pupil. This is not a rule and a pupil's ability to understand their rights will always be judged on a case-by-case basis.

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

In addition to the right to make a subject access request (see above), and to receive information about how information will be used and processed at the time it is collected, individuals also have the right to:

- Withdraw their consent to processing at any time;
- Request the Trust 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 to the DPO. If staff receive such a request, they must immediately forward it to the DPO.

#### **8.4 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 pupil) within 15 school days of receipt of a written request.

Any request for information, whether individual information under a subject access request (as provided by the DPA 2018) or more general information under a Freedom of Information request (as provided by the FOI), shall be reviewed by the Headteacher together with at least two members of the LGB who will determine whether the request can be complied with and what, if any, charges may be made in accordance with the relevant legislation after consultation with the Trust's solicitors if required.

### **9. Disposal of Information**

- 9.1 Personal data that is no longer required 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.
- 9.2 For example, we will shred or incinerate paper-based records, and overwrite or delete electronic files. We may also use a third party to safely dispose of records on the Trust's behalf. If we do so, we will require the third party to provide sufficient guarantees that it complies with data protection law.

### **10. Personal Data Breaches**

- 10.1 The Trust 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 III.
- 10.2 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 Trust/school website which shows the exam results of pupils eligible for the pupil premium
  - Safeguarding information being made available to an unauthorised person
  - The theft of a school laptop containing non-encrypted personal data about pupils

### **11. Complaints**

Complaints will be dealt with in accordance with the Trust's complaints policy and procedures. Complaints relating to information handling may be referred to the Information Commissioner (the statutory regulator) if appropriate.

## **12. Training**

- 12.1 All staff, Trustees and Governors will receive data handling awareness/data protection training and will be made aware of their responsibilities, as described in this Policy, as part of their induction.
- 12.2 Data protection will also form part of continuing education with all staff taking part in further training at least annually to maintain awareness of responsibilities, particularly where changes to legislation, guidance or school processes make this necessary.

## **13. Monitoring**

- 13.1 The DPO is responsible for monitoring and reviewing this Policy and its implementation.
- 13.2 The Trust and its schools will maintain a record of all information collected including its destruction and any data breaches, including those that are not reportable.
- 13.3 This Policy will be reviewed **every two (2) years** and approved by the Board and adopted by LGBs.

**Appendix I****Name and contact details of the Data Protection Officer (DPO)**

Name	<b>Phil Marshall</b>
Address	<b>Edgbarrow School</b>
	<b>Grant Road, Crowthorne, RG45 7HZ</b>
Email	<a href="mailto:dpo@corvuslearningtrust.co.uk">dpo@corvuslearningtrust.co.uk</a>
Phone	<b>01344 772658</b>

## Appendix II

### Procedures for responding to subject access requests made under the Data Protection Act 2018

Please see <https://ico.org.uk/for-organisations/guide-to-data-protection/guide-to-the-general-data-protection-regulation-gdpr/individual-rights/right-of-access/> for the most up-to-date guidance for organisations

#### Rights of access to information

1. There are two distinct rights of access to information held by schools about pupils:
  - i) Under the Data Protection Act 2018 any individual has the right to make a request to access the personal information held about them.
  - ii) The right of those entitled to have access to curricular and educational records as defined within the Education Pupil Information (Wales) Regulations 2004.

These procedures relate to subject access requests made under the Data Protection Act 2018.

2. Under the legislation data subjects have the right to know:
  - if the data controller holds personal data about them;
  - a description of that data;
  - the purpose for which the data is processed;
  - the sources of that data;
  - to whom the data may be disclosed; and
  - a copy of all the personal data that is held about them.

Under certain circumstances the data subject can also exercise rights in connection with the rectification; blocking; erasure and destruction of data.

#### Undertaking a subject access request

3. Requests for information must be made in writing, which includes email, or in person; written requests should be addressed to the Data Protection Officer (DPO). If the initial request does not clearly identify the information required, then further enquiries will be made. We may confirm the details of requests made in person by email.
4. The identity of the requestor must be established before the disclosure of any information, and checks should also be carried out regarding proof of relationship to the child. Evidence of identity can be established by requesting production of:
  - passport
  - driving licence
  - utility bills with the current address
  - Birth / Marriage certificate
  - P45/P60
  - Credit Card or Mortgage statement

*This list is not exhaustive.*

5. Any individual has the right of access to information held about them. However with children, this is dependent upon their capacity to understand (normally age 13 or above) and the nature of the request. The Headteacher should discuss the request with the child

and take their views into account when making a decision. A child with competency to understand can refuse to consent to the request for their records. Where the child is not deemed to be competent an individual with parental responsibility or guardian shall make the decision on behalf of the child.

6. The Trust will not normally charge for access to data. However, the Trust may charge a reasonable administrative fee if:
  - The request is manifestly unfounded or excessive
  - An individual requests multiple copies of their data
  - An individual requests further copies of their data following an initial request

Any fee, if required, will not normally exceed £10.

7. The response time for subject access requests, once officially received, is one calendar month. However, the time will not commence until after receipt of fees and/or clarification of information sought
8. The Data Protection Act 2018 allows exemptions as to the provision of some information; therefore all information will be reviewed prior to disclosure. In particular, the Trust may not be able to share information that identifies another person, unless:
  - The Trust has, or can reasonably obtain, their consent
  - Their consent is not required to share their information
9. Third party information is that which has been provided by another, such as the Police, Local Authority, Health Care professional or another school. Before disclosing third party information consent should normally be obtained. There is still a need to adhere to the one calendar month statutory timescale.
10. Any information which may cause serious harm to the physical or mental health or emotional condition of the pupil or another should not be disclosed, nor should information that would reveal that the child is at risk of abuse, or information relating to court proceedings.
11. If there are concerns over the disclosure of information then additional advice should be sought (usually from the Trust's solicitors).
12. The information provided may contain redactions (information blacked out/removed) to remove information that the Trust is not legally allowed to provide, or that does not relate to the individual making the request.
13. Where redaction has taken place then a full copy of the information provided should be retained in order to establish, if a complaint is made, what was redacted and why.
14. Information disclosed should be clear, thus any codes or technical terms that would not be understood outside the Trust will need to be clarified and explained. However, if information contained within the disclosure is difficult to read or illegible, then the Trust is not required to retype it.
15. In most cases, information will be provided in a commonly used electronic format, unless the individual requests otherwise.
16. Information can be provided at the School or the Trust Central Office as appropriate. A member of staff will be on hand to help and explain matters if requested; this will usually be the DPO.
17. The views of the applicant should be taken into account when considering the method of delivery. If postal systems have to be used then registered/recorded mail must be used.

18. Complaints will be dealt with in accordance with the Trust's complaints policy and procedures.

## Appendix III

### Personal data breach procedure

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

- 1) On finding or causing a breach, or potential breach, the staff member or data processor must immediately notify the DPO
- 2) 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
- 3) The DPO will alert the Chair of Trustees
- 4) 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)
- 5) The DPO will assess the potential consequences, based on how serious they are, and how likely they are to happen.
- 6) The DPO will undertake a risk assessment to establish 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.

- 7) 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. This information will be retained as set out in the Information Assets Register (IAR).
- 8) 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
- 9) 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
- 10) 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
- 11) 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
- 12) 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)
- 13) 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

### **Actions to minimise the impact of data breaches**

- 14) The Trust will take action to mitigate the impact of different types of data breach, focusing especially on breaches involving particularly risky or sensitive information. The actions taken will be recorded and their effectiveness subsequently reviewed to establish whether further improvements can be made to systems and procedures.