



## **PRIVACY POLICY**

St Hugh's School Woodhall Spa Limited (known as St Hugh's School, the "School") is a Data Controller for the purposes of the relevant data protection legislation.

### **The Purpose of this Policy**

This policy is intended to provide information about how St Hugh's School 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 the General Data Protection Regulations (GDPR) to allow individuals to understand how their data is used. Staff, parents and pupils are all encouraged to read this Privacy Notice and understand St Hugh's School's obligations to its entire community.

This Privacy Notice applies alongside any other information that St Hugh's School 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 St Hugh's School's other relevant terms and conditions and policies, including:

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

Anyone who works for, or acts on behalf of, St Hugh's School (including staff, volunteers, governors and service providers) should also be aware of and comply with this Privacy Notice and St Hugh's School's data protection policy for staff which provides information about how personal data will be used.



## **Responsibility for Data Protection**

St Hugh's School has appointed Mrs Lisa Cobb as the School's Data Protection Officer ("DPO"). The DPO will deal with any requests and enquiries concerning the School's use of your personal data (see section on Your Rights below) and endeavour to ensure that all personal data is processed in compliance with this policy and GDPR. The DPO can be contacted by mail c/o The School Office, St Hugh's School, Cromwell Avenue, Woodhall Spa, Lincolnshire LN10 6TQ, by telephone: 01529 352169 or by email [dpo@st-hughs.lincs.sch.uk](mailto:dpo@st-hughs.lincs.sch.uk).

## **Why the St Hugh's School Needs to Process Personal Data**

In order to carry out its ordinary duties to staff, pupils and parents, St Hugh's School 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 St Hugh's School 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 St Hugh's School'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.

St Hugh's School expects that the following uses may fall within that category of its (or its community's) "legitimate interests":

- For the purposes of pupil selection (and to confirm the identity of prospective pupils and their parents);
- To provide education services, including musical education, physical training or spiritual development, career services, and extra-curricular activities to pupils, and monitoring pupils' progress and educational needs;
- Maintaining relationships with alumni and the St Hugh's School community, including direct marketing or fundraising activity;
- For the purposes of donor due diligence, and to confirm the identity of prospective donors and their background and relevant interests;
- 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 St Hugh's School's performance and to intervene or assist with incidents as appropriate;
- To give and receive information and references about past, current and prospective pupils, including relating to outstanding fees or payment history, to/from any educational institution that the pupil attended or where it is proposed they attend; and to provide references to potential Schools or employers of past pupils;



- To give and receive information and references about past, current and prospective members of staff;
- 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 St Hugh's School;
- To safeguard pupils' welfare and provide appropriate pastoral care;
- To monitor (as appropriate) use of St Hugh's School's IT and communications systems in accordance with the St Hugh's School's acceptable use policy;
- To make use of photographic images of pupils in St Hugh's School's publications, on the St Hugh's School website and (where appropriate) on the St Hugh's School's media channels in accordance with the St Hugh's School's policy on taking, storing and using images of students;
- For security purposes, including CCTV in accordance with the St Hugh's School's CCTV and Biometric use policy; and where otherwise reasonably necessary for St Hugh's School's purposes, including to obtain professional advice and insurance for the School.
- 3rd party educational providers to enable delivery of the curriculum

While covering the large majority of uses, the above list is not exhaustive and from time to time other uses may also be included as legitimate interests.

In addition, St Hugh's School may need to process special category personal data (concerning health, ethnicity, religion, biometrics 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 may 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, social services, insurance purposes or to organisers of School trips;
- To provide educational services in the context of any special educational needs of a pupil;
- In connection with employment of its staff, for example DBS checks, welfare or pension plans;
- To run any of its systems that operate on biometric data, such as for security and other forms of pupil identification; 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 School**

This will include by way of example:

- names, addresses, telephone numbers, e-mail addresses and other contact details;
- car details (about those who use our car parking facilities);
- bank details and other financial information, e.g. about parents who pay fees to the St Hugh's School;
- 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;
- references given or received by the School 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 School activities (in accordance with the School's policy on taking, storing and using images of children);

## **How the School Collects Data**

Generally, St Hugh's School 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 School, or other professionals or authorities working with that individual); or collected from publicly available resources such as websites.

## **Who has Access to Personal Data and Who the School Shares It With**

St Hugh's School will need to share some personal information relating to its community with third parties such as professional advisers (e.g. lawyers and accountants), relevant authorities (e.g. HMRC, police, medical agencies or the local authority) and commercial partners (e.g. travel and transport companies).

For the most part, personal data collected by St Hugh's School will remain within the St Hugh's School, 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:



- medical records, held and accessed only by the School's Matron and partnership doctors under the supervision of St Hugh's School's Matron;
- pastoral or safeguarding files;
- financial information submitted under bursary applications;
- staff personnel 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, pupils and parents are reminded that St Hugh's School 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 Social Services, LADO or The Police. For further information about this, please view the School's Safeguarding Policy.

Finally, in accordance with Data Protection Law, some of the School's processing activity may be 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 School's specific directions.

### **How Long We Keep Personal Data**

St Hugh's School will retain personal data securely and only in line with how long it is necessary to keep for a legitimate and lawful reason. Typically, the legal recommendation for how long to keep ordinary staff and pupil personnel files is up to 7 years following departure from St Hugh's School. However, incident reports and safeguarding files will need to be kept much longer, in accordance with specific legal requirements. 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 Headmaster. However, please bear in mind that St Hugh's School may have lawful and necessary reasons to hold on to some data. St Hugh's School's Retention of different records; staff can access this online, others can request a copy from the Headmaster.

### **Keeping in Touch and Supporting the School**

St Hugh's School will use the contact details of parents, alumni and other members of the St Hugh's School community to keep them updated about the activities of the School, or alumni



and parent events of interest, including by sending updates and newsletters, by email and by post. Unless the relevant individual objects, St Hugh's School may also:

- Share personal data about parents and/or alumni, as appropriate, with organisations set up to help establish and maintain relationships with the School community, such as the St Hugh's Parents Association.
- Contact parents and/or alumni (including via the organisations above) by post and email in order to promote and raise funds for St Hugh's School and, where appropriate, other worthy causes;
- Collect information from publicly available sources about parents' and former pupils' occupations and activities, for monitoring and marketing purposes;
- Should you wish to limit or object to any such use, or would like further information about them, please contact the DPO in writing. You always have the right to withdraw consent, where given, or otherwise object to direct marketing or fundraising. However, the School 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**

Individuals have various rights under GDPR to access and understand personal data about them held by the School, and in some cases ask for it to be erased or amended or for St Hugh's School 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 DPO.

St Hugh's School 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. St Hugh's School will be better able to respond quickly to smaller, targeted requests for information. If the request is manifestly excessive or similar to previous requests, St Hugh's School may ask you to reconsider or charge a proportionate fee, but only where Data Protection Law allows it.

You should be aware that certain data is exempt from the right of access. This may include information which identifies other individuals, or information which is subject to legal professional privilege. St Hugh's School is also not required to disclose any pupil examination scripts (though examiners' comments may fall to be disclosed), nor any confidential reference given by the School for the purposes of the education, training or employment of any individual.

## **Pupil Requests**

Pupils can make subject access requests for their own personal data, provided that, in the reasonable opinion of St Hugh's School, 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 making such a request. Pupils at St Hugh's School aged 12 and above 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. Slightly younger children may be sufficiently mature to have a say in this decision.

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

### **Consent**

Where St Hugh's School 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). Please be aware however that St Hugh's School 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 OF or FOF has been requested).

### **Whose Rights**

The rights under Data Protection Law belong to the individual to whom the data relates. However, St Hugh's School will often rely on parental consent to process personal data relating to pupils (if consent is required) unless, given the nature of the processing in question, and the pupil's age and understanding, it is more appropriate to rely on 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, St Hugh's School will assume that pupils' 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 St Hugh's School'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,



St Hugh's School may be under an obligation to maintain confidentiality unless, in the School's opinion, there is a good reason to do otherwise; for example where St Hugh's

School 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 St Hugh's School rules and St Hugh's School's current and future IT policies, including its Acceptable Use Policy.

### **Data Accuracy and Security**

St Hugh's School 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 School Secretary 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 St Hugh's School may need to process your data.

St Hugh's School 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 St Hugh's School 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**

St Hugh's School will update this Privacy Notice from time to time. Any substantial changes that affect your rights will be provided to you directly as far as is reasonably practicable.





## **Enquiries and Complaints**

Any comments or queries on this policy should be directed in writing to the DPO who can be contacted c/o The School Office, St Hugh's School, Cromwell Avenue, Woodhall Spa, Lincolnshire, LN10 6TQ

or by telephone: 01529 352169

or by email [dpo@st-hughs.lincs.sch.uk](mailto:dpo@st-hughs.lincs.sch.uk)

If an individual believes that St Hugh's School has not complied with this policy or acted otherwise than in accordance with Data Protection Law, they should utilise St Hugh's School's complaints or grievance procedure and should also notify the DPO. St Hugh's School can also make a referral 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 School before involving the regulator.