



St. Lawrence Church of England

Primary School

DATA PROTECTION POLICY

SEPTEMBER 2026

Data Protection Officer: James Davis

Last reviewed on: September 2026

Approved by: Governing Body

Next review on: September 2027

The following policy relates to all St. Lawrence Church of England Primary School employees (including voluntary, temporary, contract and seconded employees), who capture, create, store, use, share and dispose of information on behalf of St. Lawrence Church of England Primary School.

These persons shall be referred to as 'Users' throughout the rest of this policy.

St. Lawrence Church of England Primary School shall be referred to as 'the school' or 'we' throughout the rest of this policy.

The following policy relates to all electronic and paper-based information.

STATEMENT OF COMMITMENT

In order to undertake our statutory obligations effectively the school needs to collect, use and retain information, much of which is personal, sensitive or confidential.

Such information may be about:

- Pupils.
- Parents and Guardians.
- Governors.
- Employees or their families.
- Members of the public.
- Business partners.
- Local authorities or public bodies.

We are committed to handling personal information with integrity, respect and care, recognising the dignity and worth of every individual.

We regard the lawful and correct treatment of personal data by the school as very important to maintain the confidence of our stakeholders and to operate successfully.

To this end, the school will ensure compliance, in all its functions, with the Data Protection Act (DPA) 2018, the UK General Data Protection Regulation (UK GDPR) and the Data (Use and Access) Act (2025)

DATA PROTECTION PRINCIPLES

The principles of data protection legislation (Art. 5 UK GDPR) state that personal information shall be:

1. Processed lawfully, fairly and in a transparent manner in relation to individuals; the lawful basis can be:
 - Consent of a data subject
 - Processing is necessary for the performance of a contract with the data subject
 - Processing is necessary for compliance with a legal obligation (e.g. The Education Act 1996, School Standards and Framework Act 1998, Education Act 2002, Children and Families Act 2014)
 - Processing is necessary to protect the vital interests of the data subject or another person (e.g. life or death)
 - Processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the data controller.

- Processing is necessary for the purposes of the legitimate interests pursued by the data controller or by a third party, except where such interests are overridden by the interests or fundamental rights of the data subject.

The lawful basis for special category data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic or biometric data used for identification, data concerning health, sex life or sexual orientation) is:

- Explicit consent of the data subject
- Processing is necessary for carrying out obligations under employment, social security or social protection law
- Processing is necessary to protect the vital interests of a data subject or another individual where the data subject is physically or legally incapable of giving consent
- Processing carried out by a not-for-profit body with a political, philosophical, religious or trade union aim provided the processing relates only to members or former members and provided there is no disclosure to a third party without consent
- Processing relates to personal data manifestly made public by the data subject
- Processing is necessary for the establishment, exercise or defence of legal claims or where courts are acting in their judicial capacity
- Processing is necessary for reasons of substantial public interest
- Processing is necessary for the purposes of preventative or occupational medicine, for assessing the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment or management of health or social care systems and services
- Processing is necessary for reasons of public interest in the area of public health, such as protecting against serious cross-border threats to health or ensuring high standards of healthcare and of medicinal products or medical devices
- Processing is necessary for archiving purposes in the public interest, or scientific and historical research purposes or statistical purposes in accordance with Article 89(1)
- Criminal offence data is not special category data but is subject to separate safeguards under UK GDPR and the Data Protection Act 2018. The school will only process criminal offence data where it has a lawful basis and appropriate legal authority or safeguards.

2. Collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes

3. Adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed

4. Accurate and, where necessary, kept up to date

5. Kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed

6. Processed in a manner that ensures appropriate security of the personal data against unauthorised processing, accidental loss, destruction or damage, using appropriate technical or organisational measures.

COMPLIANCE WITH THE DATA PROTECTION PRINCIPLES & DATA PROTECTION LEGISLATION

In order to comply with these principles and meet all data protection obligations as stipulated in data protection legislation, the school will:

- Raise awareness of data protection across the school.
- Offer data protection training to all employees and governors.
- Create a data protection policy for the school that is updated annually.
- Complete a personal data processing audit, which lists the following:
 - Name of the personal data set.
 - Purpose for processing this personal data set.
 - Who the data set is shared with.
 - Is the data transferred to another country.
 - How long the personal data set is kept (retention).
 - The technical and organisational security measures to protect the personal data set.
 - The legal basis for processing as described above (1).
 - If consent is the legal basis for processing, details of the evidence of this consent.
- Put any risks found from the personal data processing audit process into a risk register.
- Review the school's consent forms so they meet the higher standards of UK GDPR, create an audit trail showing evidence of consent.
- Under 13's can never themselves consent to the processing of their personal data in relation to online services, this rule is subject to certain exceptions such as counselling services.
- Where the school provides or selects an online service likely to be accessed by children, it will explicitly take children's needs and rights into account when deciding how their personal data is used and will apply data protection by design and default.
- Maintain registration with the Information Commissioner's Office (ICO) where required by law.
- Appoint a data protection officer who will monitor compliance with UK GDPR and other data protection legislation.
- Create a privacy notice that will let individuals know who we are, why we are processing their data and if we share their data.
- The school will acknowledge data protection complaints promptly and normally within 30 calendar days of receiving the complaint. Complaints will be investigated and responded to as quickly as possible and in accordance with statutory requirements.
 - Complaints relating to the processing of personal data are managed under this policy and not normally through the school's Complaints Policy
- Create a system to allow data subjects to exercise their rights:
 - Right to be informed via a privacy notice.
 - Right of access via a subject access request without undue delay and normally within one month. The school will carry out reasonable and proportionate searches and may pause the time limit where clarification is reasonably required.
 - Right of rectification to incorrect data within 1 month.
 - Right to erasure unless there is a legal reason for processing their data.
 - Right to restrict processing to the bare minimum.
 - Right to data portability to receive their data in the format they request.
 - Right to object to personal data being used for profiling, direct marketing or research purposes.

- Rights in relation to automated decision-making and profiling, including appropriate safeguards and access to human intervention where required.
- Amend any business contracts with suppliers to ensure that they will conform to new data protection legislation.
- Implement technical and organisational controls to keep personal data secure.
- Use Data Protection Impact Assessments to assess the privacy aspects of any projects or systems processing personal data.
- Ensure that any transfer of personal data outside the UK complies with UK data protection legislation and provides a standard of protection not materially lower than that provided by UK data protection law.
- Investigate all information security breaches, and if reportable, report to the Information Commissioners Office within 72 hours.
- Undertake data quality checks to ensure personal data is accurate and up to date.
- Demonstrate our compliance in an accountable manner through audits, spot checks, accreditations and performance checks.
- Support the pseudonymisation and encryption of personal data.

RIGHTS OF THE INDIVIDUAL

Rights of the data subject (person who the data is about) are set out in Chapter III, Section 2 of UK GDPR:

- The right to be informed; via privacy notices.
- The right of access; via subject access requests (SARs). The school will respond without undue delay and normally within one month. The response period begins once any information reasonably required to confirm identity has been received. Where clarification is reasonably required, the time limit may be paused until clarification is received. The school is required to undertake reasonable and proportionate searches for relevant personal data. SARs are normally free of charge; a reasonable fee may be charged in the circumstances permitted by law.
- The right of rectification; inaccurate or incomplete data must be rectified within one month.
- The right to erasure; individuals have a right to have their personal data erased and to prevent processing unless we have a legal obligation to do so.
- The right to restrict processing; individuals have the right to suppress processing. We can retain just enough information about the individual to ensure that the restriction is respected in future.
- The right to data portability; we need to provide individuals with their personal data in a structured, commonly used, machine readable form when asked.
- The right to object; individuals can object to their personal data being used for profiling, direct marketing or research purposes.
- Rights in relation to automated decision-making and profiling; significant decisions may be made solely by automated means where permitted by law and appropriate safeguards are in place. Individuals must be provided with information about such decisions and be able to make representations, obtain human intervention and contest the decision. Additional restrictions apply where special category data is used.

The school will ensure that these rights will be exercised.

CONTACT

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REVIEW & UPDATES

This policy will be reviewed annually and updated as necessary.

VERSION CONTROL

Named Owner:	James Davis – Data Protection Officer
Version Number:	1.2
Date Of Creation:	September 2025
Last Review:	September 2026
Next Scheduled Review:	September 2027
Overview of Amendments to this Version:	September 2026 annual review. Updated DPO details and provisions relating to the Data (Use and Access) Act 2025, including data protection complaints, subject access requests, automated decision-making, children's data and international transfers. Updated terminology for special category and criminal offence data.