

# Norfolk Institute of Performing Arts

## Data Protection Policy

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### **Policy Statement**

It is in everyone's interests to get data protection right and to think carefully about data protection issues: this means handling all personal information with which you come into contact fairly, lawfully, securely and responsibly. A good rule of thumb here is to ask yourself questions such as:

- Would I be happy if my own personal information were being used (for example, shared with a third party) in the way I am proposing? Would I expect it?
- Would I wish to stand by how I have recorded this information in an email or official record if the person concerned was able to see it?
- What would be the consequences of my losing or misdirecting this personal data?

Data protection law is best seen not as oppressive red tape, or a reason not to do something necessary or important, but a code of useful and sensible checks and balances to improve how to handle and record personal information and manage our relationships with people. This is an important part of the college's culture and all faculty need to be mindful of it.

## **Background**

Data protection is an important legal compliance issue for Norfolk Institute of Performing Arts. During the course of the College's activities, it collects, stores and processes personal data (sometimes sensitive in nature) about staff, students, contractors and other third parties. The College, as “data controller”, is liable for the actions of its staff and directors in how they handle data. It is therefore an area where all staff have a part to play in ensuring we comply with and are mindful of our legal obligations, whether that personal data handling is sensitive or routine.

UK Data Protection Law consists primarily of the UK version of the General Data Protection Regulation (GDPR) and the Data Protection Act 2018 (DPA 2018). The DPA 2018 includes specific provisions of relevance to independent colleges: in particular, in the context of our safeguarding obligations, and regarding the right of access to personal data, The UK GDPR substantially repeats the EU GDPR to which we were subject before 1 January 2021 and which may still apply to some of our data processing and responsibilities.

Data protection law has in recent years strengthened the rights of individuals and placed tougher compliance obligations on organisations including colleges that handle personal information. The Information Commissioner's Office (ICO) is responsible for enforcing data protection law, will typically look into individuals' complaints routinely and without cost, and has various powers to take action for breaches of the law.

## Definitions

Key data protection terms used in this data protection policy are:

**Data controller** – a person or body that determines the purpose and means of the processing of personal data, and who is legally responsible for how it is used. For example, the College is a controller. An independent contractor who makes their own such decisions is also, separately, likely to be a data controller.

**Data processor** – an organisation that processes personal data on behalf of a data controller, for example a payroll or IT provider or other supplier of services with whom personal data may be shared but who is not authorised to make any decisions about how it is used.

**Personal data breach** – a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data.

**Personal information (or ‘personal data’)** - any information relating to a living individual (a data subject) by which that individual may be identified by the controller. That is not simply a name but any form of identifier, digital or contextual, including unique ID numbers, initials, job titles or nicknames. Note that personal information will be created almost constantly in the ordinary course of work duties (such as in emails, notes of calls, and minutes of meetings). The definition includes expressions of opinion about the individual or any indication of the college’s, or any person’s, intentions towards that individual.

**Processing** – virtually anything done with personal information, including obtaining or collecting it, structuring it, analysing it, storing it, sharing it internally or with third parties (including making it available to be viewed electronically or otherwise), altering it or deleting it.

**Special categories of personal data** – data relating to racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, health and medical conditions, sex life or sexual orientation, genetic or biometric data used to identify an individual. There are also separate rules for the processing of personal data relating to criminal convictions and offences.

## **Application Of This Policy**

This policy sets out the college's expectations and procedures with respect to processing any personal data we collect from data subjects (including students, employees, contractors and third parties). Employees and directors of the college who handle personal data are obliged to comply with this policy when doing so.

For employees, breaches of this policy may result in disciplinary action. Accidental breaches of the law or this policy in handling personal data will happen from time to time, for example by human error, and will not always be treated as a disciplinary issue. However, failure to report breaches that pose risks to the college or individuals will be considered a serious matter.

In addition, this policy represents the standard of compliance expected of those who handle the college's personal data as contractors, whether they are acting as "data processors" on the college's behalf (in which case they will be subject to binding contractual terms) or as data controllers responsible for handling such personal data in their own right.

Where the College shares personal data with third party data controllers – which may range from other colleges, to appropriate authorities, to casual workers and volunteers – each party will need a lawful basis to process that personal data, and will be expected to do so lawfully and with due regard to security and confidentiality, as set out in this policy. If you are a volunteer or contractor, you will be a data controller in your own right, but the same legal regime and best practice standards set out in this policy will apply to you by law.

## **Person Responsible For Data Protection**

The Norfolk Institute of Performing Arts has appointed Natalie Armstrong (Course Director) as the Data Protection Lead who will endeavour to ensure that all personal data is processed in compliance with this Policy and the principles of the GDPR. Any questions about the operation of this policy or any concerns that the policy has not been followed should be referred in the first instance to the Data Protection Lead. Where this policy asks you to refer or report to Natalie Armstrong, you should use the email address *office@nipa.org.uk* wherever practicable.

## **Main Principles**

The GDPR sets out six principles relating to the processing of personal data which must be adhered to by data controllers (and data processors).

These require that personal data must be:

1. Processed lawfully, fairly and in a transparent manner;
2. Collected for specific and explicit purposes and used only for the purposes it was collected for;
3. Relevant and limited to what is necessary for the purposes it is processed;
4. Accurate and kept up to date;
5. Kept for no longer than is necessary for the purposes for which it is processed; and
6. Processed in a manner that ensures appropriate security of the personal data.

The GDPR's broader 'accountability' principle also requires that the college not only processes personal data in a fair and legal manner but that we are also able to demonstrate that our processing is lawful.

This involves, among other things, keeping records of our data processing activities, and documenting significant decisions and assessments about how we use personal data.

## Lawful Grounds For Data Processing

Under the GDPR, there are several different lawful grounds for processing personal data. One of these is consent. However, because the definition of what constitutes consent has been tightened under GDPR (and the fact that it can be withdrawn by the data subject) it is considered preferable for the college to rely on another lawful ground where possible.

One of these alternative grounds is 'legitimate interests', which is the most flexible basis for processing. However, it does require transparency and a balancing assessment between the rights of the individual and the interests of the college. It can be challenged by data subjects and also means the college is taking on extra responsibility for considering and protecting people's rights and interests.

Other lawful grounds in addition to consent and legitimate interest include:

- compliance with a legal obligation, including in connection with employment, engagement of services and diversity;
- contractual necessity, e.g. to perform a contract with staff or parents, or the engagement of contractors;
- a narrower set of grounds for processing special categories of personal data (such as health information), which includes explicit consent, emergencies, and specific public interest grounds.

## **Record-Keeping**

It is important that personal data held by the college is accurate, fair and adequate. Staff are required to inform the college if they believe that any personal data is inaccurate or untrue or if you are dissatisfied with how it is recorded. This applies to how staff record their own data, and the personal data of others – in particular colleagues and students – in a way that is professional and appropriate.

Staff should be aware of the rights set out below, whereby any individuals about whom they record information on college business (notably in emails and notes) digitally or in hard copy files may have the right to see that information.

This absolutely must not discourage staff from recording necessary and sometimes difficult records of incidents or conversations involving colleagues or students, in accordance with the college's other policies, and grounds may sometimes exist to withhold these from such requests.

However, the starting position for staff is to record every document or email in a form they would be prepared to stand by should the person about whom it was recorded ask to see it.

## **Data Handling**

All staff have a responsibility to handle the personal data which they come into contact with fairly, lawfully, responsibly and securely. Responsible processing also extends to the creation and generation of new personal data / records, which should always be done fairly, lawfully, responsibly and securely.

## **Avoiding, Mitigating And Reporting Data Breaches**

One of the key new obligations contained in the GDPR is on reporting personal data breaches. Data controllers must report certain types of personal data breach (those which risk an impact to individuals) to the ICO within 72 hours. In addition, data controllers must notify individuals affected if the breach is likely to result in a "high risk" to their rights and freedoms. In any event, the college must keep a record of any personal data breaches, regardless of whether we need to notify the ICO.

If staff become aware of a personal data breach, they must notify Natalie Armstrong. If staff are in any doubt as to whether to report something internally, it is always best to do so. A personal data breach may be serious, or it may be minor; and it may involve fault or not; but the college always needs the information to make a decision. As stated above, the college may not need to treat the incident itself as a disciplinary matter – but a failure to report could result in significant exposure for the college, and for those affected, and could be a serious disciplinary matter whether under this policy or the applicable staff member's contract.

More generally, we require all college staff (and expect all our contractors) to remain mindful of the data protection principles, and to use their best efforts to comply with those principles whenever they process personal information.

Data security is not simply an online or digital issue but one that effects daily processes, including filing and sending correspondence, and hard copy documents. Data handlers should always consider what the most assured and secure means of delivery is, and what the consequences would be of loss or unauthorised access.

## **Data Security**

The College must ensure that appropriate security measures are taken against unlawful or unauthorised processing of personal data, and against the accidental loss of, or damage to, personal data.

No member of staff should provide personal data of students or parents to third parties, including a volunteer or contractor, unless there is a lawful reason to do so.

No member of staff is permitted to remove personal data from the college premises, whether in paper or electronic form and wherever stored, without prior consent of the course directors. Where it is permitted to take data offsite on memory sticks or personal devices, it will need to be encrypted.

## **Rights Of Individuals**

In addition to the college's responsibilities when processing personal data, individuals have certain specific rights, perhaps most significantly that of access to their personal data held by a data controller (i.e. the college). This is known as the 'subject access right' (or the right to make 'subject access requests'). Such a request must be dealt with promptly and does not need any formality, nor to refer to the correct legislation. If you become aware of a subject access request (or indeed any communication from an individual about their personal data), you must tell Natalie Armstrong, Course Director, as soon as possible.

Individuals also have legal rights to:

- require us to correct the personal data we hold about them if it is inaccurate;
- request that we erase their personal data (in certain circumstances);
- request that we restrict our data processing activities (in certain circumstances);
- receive from us the personal data we hold about them for the purpose of transmitting it in a commonly used format to another data controller;
- object, on grounds relating to their particular situation, to any of our particular processing activities where the individual feels this has a disproportionate impact on them.

None of the above rights for individuals are unqualified and exceptions may well apply. However, certain rights are absolute and must be respected, specifically the right to:

- object to automated individual decision-making, including profiling (i.e. where a significant decision is made about the individual without human intervention);
- object to direct marketing;
- and withdraw consent where we are relying on it for processing their personal data (without affecting the lawfulness of processing carried out prior to that point in reliance on consent, or of any processing carried out on some other legal basis other than consent).

In any event, however, if you receive a request from an individual who is purporting to exercise one or more of their data protection rights, you must tell Natalie Armstrong as soon as possible.