



SARUM LEARNING
DATA PROTECTION POLICY 2023

DATA PROTECTION POLICY

PURPOSE

Sarum Learning (the 'Centre') is committed to complying with our data protection obligations and to being concise, clear and transparent about how we obtain and use Personal Information and how (and when) we delete that information once it is no longer required.

We will review and update this data protection policy (the 'Policy') regularly in accordance with our data protection obligations.

Any queries in relation to this Policy or any of the matters referred to in it should be submitted to the Head of Centre, contactable via the following email address: info@sarum.org.uk or by post to the following address:

Sarum Learning Ltd
The Portway Centre, 1 Old Sarum Park
Old Sarum, Salisbury
Wiltshire
SP4 6EB



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1. Scope

- 1.1. The Centre is subject to the General Data Protection Regulation (GDPR) which imposes obligations on the Centre as a data controller in relation to the protection, use, retention and disposal of Personal Information. This Policy sets out the procedures that are to be followed when dealing with Personal Information and applies to all Personal Information processed by or on behalf of the Centre.
- 1.2. You must read this Policy because it gives important information about:
 - 1.2.1. the data protection principles with which the Centre must comply;
 - 1.2.2. what is meant by Personal Information and Special Category Data;
 - 1.2.3. how we gather, use and (ultimately) delete Personal Information and Special Category Data in accordance with the data protection principles;
 - 1.2.4. where more detailed Privacy Information can be found, e.g. about the Personal Information we gather and use about you, how it is used, stored and transferred, for what purposes, the steps taken to keep that information secure and for how long it is kept;
 - 1.2.5. your rights and obligations in relation to data protection; and
 - 1.2.6. the consequences of our failure to comply with this Policy.
- 1.3. Please refer to the Centre's privacy notices [accessible on the Centre's website: <https://www.sarum.org.uk/policies>] and, where appropriate, to other relevant policies which contain further information regarding the protection of Personal Information in those contexts.

2. Data Protection Principles

- 2.1. GDPR sets out the following principles with which any party handling Personal Information must comply. All Personal Information must be:
 - 2.1.1. processed lawfully, fairly and in a transparent manner;
 - 2.1.2. collected for specified, explicit and legitimate purposes only, and will not be further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes;
 - 2.1.3. adequate, relevant and limited to what is necessary in relation to the purposes for which it is processed;



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- 2.1.4. accurate and, where necessary, kept up to date and take reasonable steps to ensure that inaccurate Personal Information are deleted or corrected without delay;
- 2.1.5. kept in a form which permits identification of individuals for no longer than is necessary for the purposes for which the information is processed; Personal Information may be stored for longer periods insofar as the data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes subject to implementation of the appropriate technical and organisational measures required by GDPR in order to safeguard the rights and freedoms of the individual; and
- 2.1.6. processed in a manner than ensures appropriate security of the Personal Information, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures.

3. Lawful, Fair and Transparent Processing

3.1. The Centre will, before any processing of Personal Information starts for the first time, and then regularly while it continues:

3.1.1. process the Personal Information on at least one of the following bases:

3.1.1.1. Consent:

- the individual has given their express agreement to the processing of their Personal Information for one or more specific purposes;
- parental consent will be obtained for children aged over 13 who are not considered capable of giving consent themselves.

3.1.1.2. Contractual:

- the processing is necessary for the performance of a contract to which the individual is party or in order to take steps at the request of the individual prior to entering into a contract;

3.1.1.3. Legal Obligation:

- the processing is necessary for compliance with a legal obligation to which the Centre is subject;

3.1.1.4. Vital Interests:

- the processing is necessary for the protection of the vital interests of the individual or another natural person; or

3.1.1.5. Public Interest:

- the processing is necessary for the performance of a task carried out in the public interest or exercise of official authority; or



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3.1.1.6. **Legitimate Interests:**

- the processing is necessary for the purposes of legitimate interests of the Centre or a third party, except where those interests are overridden by the interests of fundamental rights and freedoms of the individual, in particular where the individual is a child.
- 3.1.2. except where the processing is based on consent, satisfy ourselves that the processing is necessary for the purpose of the relevant lawful basis (i.e. that there is no other reasonable way to achieve that purpose);
- 3.1.3. document our decision as to which lawful basis applies to help demonstrate our compliance with the data protection principles;
- 3.1.4. include information about both the purposes of the processing and the lawful basis for it in our relevant privacy notices;
- 3.1.5. where Special Category Data is processed, identify a lawful special condition for processing that information and document it; and
- 3.1.6. where criminal offence information is processed, identify a lawful condition for processing that information and document it.

4. Rights of the Individual

4.1. The GDPR states that individuals have the following rights in respect of the processing of their Personal Information:

4.1.1. **The right to be informed:**

4.1.1.1. The Centre will keep individuals informed of its processing activities through its privacy notices. These can be viewed through the Centre website's policies page, accessible here: <https://www.sarum.org.uk/policies>

4.1.2. **The right of access:**

4.1.2.1. An individual may make a subject access request ("**SAR**") at any time to find out more about the Personal Information which the Centre holds on them. All SARs must be forwarded to the Head of Centre by post or by email using the contact details at the end of this policy document.

4.1.2.2. The Centre is required to respond to a SAR within one month of receipt but this can be extended by up to two months in the case of complex and/or numerous requests and, in such cases, the individual will be informed of the need for such extension. The Centre does not charge a fee for the handling of a straightforward SAR.

4.1.3. **The right to rectification:**



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4.1.3.1. If an individual informs the Centre that Personal Information held by the Centre is inaccurate or incomplete, the individual can request that it is rectified.

4.1.4. The right to erasure:

4.1.4.1. An individual is entitled to request that the Centre ceases to hold Personal Information it holds about them.

4.1.4.2. The Centre is required to comply with a request for erasure unless the Centre has reasonable grounds to refuse.

4.1.5. The right to restrict processing:

4.1.5.1. An individual is entitled to request that the Centre stops processing the Personal Information it holds about them in certain circumstances.

4.1.6. The right to data portability:

4.1.6.1. An individual has the right to receive a copy of their Personal Information and use it for other purposes.

4.1.7. The right to object:

4.1.7.1. An individual is entitled to object to the Centre's processing of their Personal Information.

4.1.8. Rights in relation to automated decision making and profiling:

4.1.8.1. An individual has the right to challenge any decision that is made about them on an automated basis (subject to certain exceptions).

4.1.8.2. The Centre is also required to comply with certain conditions if it uses Personal Information for profiling purposes.

5. Data Protection Officer

5.1. A Data Protection Officer (DPO) is appointed who will monitor adherence to this policy.

5.2. The DPO is required to have an appropriate level of knowledge.

6. Privacy by Design

6.1. The Centre has adopted the principle of privacy by design and will ensure that the definition and planning of all new or significantly changed systems that collect or process Personal Information will be subject to due consideration of privacy issues, including the completion of one or more data protection impact assessments.

6.2. The data protection impact assessment will include:

6.2.1. Consideration of how Personal Information will be processed and for what purposes;

6.2.2. Assessment of whether the proposed processing of Personal Information is both necessary and proportionate to the purpose(s);

6.2.3. Assessment of the risks to individuals in processing the Personal Information;



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6.3. What controls are necessary to address the identified risks and demonstrate compliance with legislation.

6.4. A data protection impact assessment is conducted by the Head of Centre:

6.4.1. On every business process periodically, at least once a year and more frequently where the amount and/or sensitivity of Personal Information processed, dictates so;

6.4.2. As part of the project calendar admission requirements checklist;

6.4.3. At every high-impact change.

7. Data Retention & Disposal

7.1. The longer that Personal Information is retained, the higher the likelihood is accidental disclosure, loss, theft and/or information growing stale.

7.2. Any Personal Information kept by the Centre is managed in accordance with the Department of Education guidance on retention and disposal of personal data (<https://www.gov.uk/guidance/data-protection-in-schools/data-retention>).

7.3. The Centre will keep all records of learners safely and securely for three years post certification.

8. Data Breach

8.1. A data breach is any (potential) unintended loss of control over or loss of Personal Information within the Centre's environment. Preventing a data breach is the responsibility of all the Centre staff and its workforce.

8.2. The Centre follows the Department of Education guidance on managing breaches of data (<https://www.gov.uk/guidance/data-protection-in-schools/managing-breaches-of-data>).

9. Third-Party Services and Subcontracting

9.1. The Centre may decide to contract with a third party for the collection, storage or processing of data, including Personal Information. Examples of third parties including awarding organisations and funding bodies, insofar as they are relevant to a programme a learner enrolls on.

9.2. If the Centre decides to appoint a third party for the processing of Personal Information, this must be regulated in a written agreement in which the rights and duties of the Centre and of the subcontractor are specified. A subcontractor shall be selected that will guarantee the technological and organisational security measures required in this Policy, and provide sufficient guarantees with respect to the protection of the personal rights and the exercise of those rights.

9.3. The subcontractor is contractually obligated to process Personal Information only within the scope of the contract and the directions issued by the Centre.

10. International Transfers of Data

10.1. Under the GDPR, transfers of personal data to countries outside the EEA (that means the European Union, Iceland, Liechtenstein and Norway) are restricted to ensure that the level of data protection afforded to individuals by the GDPR is not undermined. Personal Data is transferred out of the EEA it is transmitted, sent, viewed or accessed in or to a different country.



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10.2. Any transfers of Personal Information outside of the EEA will be carefully reviewed before any transfer takes place to ensure they fall within the limits imposed by the GDPR. This depends partly on the European Commission's judgement as to the adequacy of the safeguards for personal data applicable in the receiving country and this may change over time.

11. Complaints

11.1. Complaints will be dealt with in line with the Centre's complaints policy available on Sarum Learning's website: <https://www.sarum.org.uk>

11.2. You have the right to make a complaint at any time to the Information Commissioner's Office (ICO), the UK supervisory authority for data protection issues. The ICO's details are as follows:

The ICO's address:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Helpline number: 0303 123 1113
ICO website: <https://www.ico.org.uk>

12. Definitions

"consent"

is any freely given, specific and transparently, well-informed indication of the will of the individual, whereby the individual agrees that his or her Personal Information may be processed. Particular requirements about consent can arise from the respective national laws.

"Personal Information"

(sometimes known as "personal data") means any information relating to an identified or identifiable natural person. An identifiable person is one who can be identified, directly or indirectly — in particular, by reference to an identification number or to one or more factors specific to his or her physical, physiological, mental, economic, cultural or social identity.

"processing"

means obtaining, recording, organising, storing, amending, retrieving, disclosing and/or destroying information, or using or doing anything with Personal Information.



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"Special Category Data"

(sometimes known as "sensitive personal data") means Personal Information that reveals racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic and biometric data and the processing of data concerning health or sex life

POLICY REVIEW

Policy reviewed on an annual basis by Sarum Learning's Head of Centre and Data Controller. Next review due on 11th October 2024.

	Name	Date
Approved by	Luke James	11/10/23
Updated by		
Reviewed by		