



The Study Prep
WIMBLEDON

Name of Policy	Privacy Notice
Reviewed by	Compliance Officer
HMT Member	Bursar
Date of review	February 2023
Date of next review	February 2024



PRIVACY NOTICE

INTRODUCTION AND WHO WE ARE

The Study Preparatory School ("the School") is a limited company (Company n°1229741) and charity (Charity n°271012). Our registered address is 4 Peek Crescent, London, SW19 5ER. We are an independent girls preparatory school.

We are the data controller for the purpose of the General Data Protection Regulation (EU 2016/679), the UK Data Protection Act 2018, and supporting legislation.

This policy is to provide information to prospective and current parents about how the 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"). Collectively, we refer to these individuals in the Privacy Notice as the School's community. This information is provided because Data Protection Law gives individuals rights to understand how their data is used. Staff, parents and pupils are all encouraged to read this Privacy Notice and understand the school's obligations to its entire community.

This **Privacy Notice** applies alongside any other information the 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 the school's other relevant terms and conditions and policies, including

- any contract between the school and its staff, or the parents of pupils;
- any policies or notices applicable to staff concerning the handling of personal data;
- the school's policy on taking, storing and using images of children;
- the school's CCTV and/or biometrics policy;
- the school's retention of records policy;
- the school's safeguarding, pastoral, or health and safety policies, including as to how concerns or incidents are recorded; and

- the school's IT policies, including its Acceptable Use policy, Social Media policy, eSafety policy, WiFi policy, Remote Working policy and Bring Your Own Device policy.

Anyone who works for, or acts on behalf of, the school (including staff, volunteers, governors and service providers) will be subject to suitable training and/or policies commensurate with their role.

If you have any questions about this Privacy Notice, please contact the Bursar.

RESPONSIBILITY FOR DATA PROTECTION

The School has appointed the Bursar as Data Protection Officer who will deal with all your requests and enquiries concerning the school's uses of your personal data (see section on Individual Rights below) and endeavour to ensure that all personal data is processed in compliance with this policy and Data Protection Law. The Bursar can be contacted by emailing bursar@thestudyprep.co.uk.

TYPES OF PERSONAL DATA COLLECTED AND USED BY THE SCHOOL

Generally, the 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

Set out below are examples of different types of personal data collected by School and where this comes from.

1. Names, addresses, telephone numbers, e-mail addresses and other contact details
2. Bank details and other financial information provided by parents(or others) who pay School fees, and any anti-money laundering information we are required to collect by law;
3. Additional financial information such as credit references and information relating to payment of School fees will be requested by the School where applicable
4. Past, present and prospective pupils' academic, disciplinary, admissions and attendance records (including information about any special needs), and examination scripts and marks provided by the pupils' former schools;
5. Nationality and other immigration status information (eg right to work / study), including copies of passport information
6. References given or received by the School about pupils, and relevant information provided by previous educational establishments and/or other professionals or organisations working with pupils
7. Where appropriate, information about pupil's health, and contact details for their next of kin.
8. Correspondence with and concerning staff, pupils and parents past and present
9. Images of pupils (and occasionally other individuals) engaging in School activities, and images captured by the School's CCTV system (in accordance with the School's policy on taking, storing and using images of children and CCTV policies);
10. Car details (about those who use our car parking facilities);
11. Personnel files, including in connection with academics, employment or safeguarding;

HOW THE SCHOOL COLLECTS AND USE DATA

Generally, the 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 will be supplied by third parties (for example another school, or other professionals or authorities working with that individual); or collected from publicly available resources.

AND WHY THE SCHOOL NEEDS TO COLLECT AND USE PERSONAL INFORMATION

In order to carry out its ordinary duties to staff, pupils and parents, the 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 the 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. Examples of this include where the School needs to use personal information about a pupil and/or her parents to report a safeguarding concern to Children’s Services, the police or local authority.

Other uses of personal data will be made in accordance with the *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.

The School expects that the following uses may fall within the category of legitimate interests:-

1. For the purposes of pupil selection (and to confirm the identity of prospective pupils and their parents);
2. 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;
3. Maintaining relationships with alumni and the School community, including direct marketing or fundraising activity;
4. For the purposes of management planning and forecasting, research and statistical analysis;
5. To enable relevant authorities to monitor the School's performance and to intervene or assist with incidents as appropriate;
6. 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 employers of past pupils;
7. 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 the School;
8. To safeguard pupils' welfare and provide appropriate pastoral care;
9. To monitor (as appropriate) use of the School's IT and communications systems in accordance with the School's E-Safety Policy;
10. To make use of photographic images of pupils within the School, for example in class, for school displays and exhibitions, for relevant academic work, school publications, on the school website and (where appropriate) on the school's social media channels in accordance with the school's policy on taking, storing and using images of pupils;
11. For security purposes, including CCTV in accordance with the School's CCTV policy; and

12. For regulatory record keeping / compliance purposes in respect of immigration requirements, as an employer and/or visa sponsor; [IF APPLICABLE]
13. To carry out or cooperate with any school or external complaints, disciplinary or investigation process; and
14. Where otherwise reasonably necessary for the School's purposes, including to obtain appropriate professional advice and insurance for the School.

In addition, the school will on occasion 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 will include: These reasons will include:

1. 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 or other relevant information where it is in the individual's interests to do so: for example for medical advice, for social protection, safeguarding, and cooperation with police or social services, for insurance purposes or to caterers or organisers of school trips who need to be made aware of dietary or medical needs;
2. To provide educational services in the context of any special educational needs of a pupil;
3. To provide spiritual education in the context of any religious beliefs;
4. In connection with employment of its staff, for example DBS checks, welfare, union membership or pension plans;
5. As part of any school or external complaints, disciplinary or investigation process that involves such data, for example if there are SEND, health or safeguarding elements; or
6. 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.

Some data processing will be carried out by the School based on **consent**, for example the use of photographic images of pupils on the School website, in accordance with the School's Photographic Image Usage Consent Form and the School's Taking Storing and Using Pupil Images Policy. Consent may be withdrawn at any time, by contacting the School.

WHO HAS ACCESS TO PERSONAL DATA AND SHARING PERSONAL INFORMATION WITH THIRD PARTIES

For the most part, personal data collected by the School will remain within the School, and will be processed by appropriate individuals only in accordance with access protocols (i.e. on a 'need to know' basis). However, a certain amount of any SEN pupil's relevant information and any pupil's relevant medical information, for example concerning allergies will need to be provided to staff more widely in the context of providing the necessary care and education that the pupil requires. Some functions are outsourced including Payroll, IT, cloud storage, in accordance with Data Protection Law, this type of external data processing is always subject to contractual assurances that personal data will be kept securely and used only in accordance with the school's specific directions

Occasionally, the School will need to share personal information with third parties in accordance with its legal or contractual obligations or as part of the School's legitimate interests. Examples of this include:-

1. Sharing the fact of any unpaid fees with other Schools
2. Sharing any relevant information to other schools a child may attend – for example details of family circumstances for safeguarding
3. appropriate contractors, such as visiting music teachers;
4. professional advisers (e.g. lawyers, insurers, PR advisers and accountants);
5. examination boards;
6. Stage 3 complaints panels, which will include independent panel members;
7. third parties and their advisers in the event of a possible or actual sale, merger or other restructuring of the school; and
8. government authorities (e.g. HMRC, DfE, CAFCASS, police, Home Office, a relevant public health / NHS body and / or local authority) and/or appropriate regulatory bodies , such as the Independent Schools Inspectorate.
- 9.

Finally, in accordance with Data Protection Law, some of the School's processing activity is 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.

ACCESS TO, AND SHARING OF, SENSITIVE DATA

Particularly strict rules of access apply in the context of "special category" data, most notably:

- medical records; and
- pastoral or safeguarding files.

Medical data. The school needs to process such information to comply with statutory duties and to keep pupils and others safe, but the school will ensure only authorised staff can access information on a need-to-know basis. This may include wider dissemination if needed for school trips or for catering purposes. Express consent will be sought where appropriate.

However, a certain amount of any SEND 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.

Safeguarding data. Staff, pupils and parents are reminded that the school is under duties imposed by law and statutory guidance (including Keeping Children Safe in Education or 'KCSIE') 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 is likely to include file notes on personnel or safeguarding files, low-level concerns records kept about adults (which may include references to pupils or family members), and in some cases referrals to relevant authorities such as the LADO, Children's Services, CAMHS or the police.

KCSIE also requires that, whenever a child leaves the school to join another school or college, his or her child protection file is promptly provided to the new organisation, along with any other information which the school's Designated Safeguarding Lead considers material to the ongoing care needs of any pupil. Where appropriate, the School will consult with parents as to how these needs are best served, but ultimately the decision as to what information is necessary to share with the new school or college is a safeguarding question that must be reserved to the school. The school will retain a copy of the child protection file in accordance with its retention policy for material related to safeguarding matters.

For further information about this, please view the school's Safeguarding Policies.

HOW LONG WE KEEP PERSONAL DATA

The 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 the 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 our retention policy is applied, or wish to request that personal data that you no longer believe to be relevant is considered for erasure, please contact [name and contact details of relevant person handling such requests at school]. However, please bear in mind that the school will often have lawful and necessary reasons to hold on to some personal data even following such request.

A limited and reasonable amount of information will be kept for archiving purposes, for example; and even where you have requested we no longer keep in touch with you, we will need to keep a record of the fact in order to fulfil your wishes (called a "suppression record").

KEEPING IN TOUCH AND SUPPORTING THE SCHOOL

The school will use the contact details of parents, alumni and other members of the 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, the school will also:

- Contact parents and/or alumni by post and email in order to promote and raise funds for the school

Should you wish to limit or object to any such use, or would like further information about them, please contact the Bursar 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).

INDIVIDUAL'S RIGHTS

You have the following rights:

1. to obtain access to, and copies of, the personal data that we hold about you;
2. to require us to correct the personal data we hold about you if it is incorrect;
3. to require us (in certain circumstances) to erase your personal data;
4. to request that we restrict our data processing activities (and, where our processing is based on your consent, you may withdraw that consent, without affecting the lawfulness of our processing based on consent before its withdrawal);
5. to receive from us the personal data we hold about you which you have provided to us, in a reasonable format specified by you, including for the purpose of you transmitting that personal data to another data controller;
6. to object, on grounds relating to your particular situation, to any of our particular processing activities where you feel this has a disproportionate impact on your rights.

You may exercise these rights by contacting the Bursar. Please note that the above rights are not absolute, and we may be entitled to refuse requests where exceptions apply. The school will endeavour to respond to any such requests as soon as is reasonably practicable and in any event within statutory time-limits (which is generally one month, but actually fulfilling more complex or multiple requests, e.g. those involving third party information, may take 1-2 months longer). Pupils can make subject access requests for their own personal data, provided that, in the reasonable opinion of the school, they have sufficient maturity to understand the request they are making. A pupil of any age may ask a parent or other representative to make a subject access request on his/her behalf.

Indeed, while a person with parental responsibility will generally be entitled to make a subject access request on behalf of younger pupils, the law still considers the information in question to be the child's. For older pupils, the parent making the request may need to evidence their child's authority for the specific request. Requests not considered in the child's best interests may sometimes be refused.

Pupils[at Senior School/ aged e.g. 12/13 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 / Older [Prep School] children] may however be sufficiently mature to have a say in this decision, depending on the child and the circumstances.

It should be clearly understood that the rules on subject access are not the sole basis on which information requests are handled. Parents may not have a statutory right to information, but they and others will often have a legitimate interest or expectation in receiving certain information about pupils without their consent. The school may consider there are lawful grounds for sharing with or without reference to that pupil.

Parents will in general receive educational and pastoral updates about their children,.Where parents are separated, the school will [in most cases aim to provide the same information to each person with parental responsibility, but may need to factor in all the circumstances including the express wishes of the child, court orders, or pastoral issues.

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

Where the 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). Examples where we do rely on consent are: [e.g. biometrics, certain types of uses of images, certain types of fundraising activity]. Please be aware however that the school may not be relying on consent but 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 an alumni or parents' association has been requested).

[MAKE SURE THIS SECTION IS CONSISTENT WITH YOUR POLICY (AND CONSENTS, IF ANY) FOR THE

The rights under Data Protection Law belong to the individual to whom the data relates. However, the school will often rely on parental authority or notice for the necessary ways it processes personal data relating to pupils – for example, under the parent contract, or via a form. Parents and pupils should be aware that this is not necessarily the same as the school relying on strict consent (see section on Consent above).

Where consent is required, it may in some cases be necessary or appropriate – given the nature of the processing in question, and the pupil's age and understanding – to seek the pupil's consent, either alongside or in place of parental 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.]

CONSENT

Where the School is relying on consent as a means to process personal data, any person may withdraw this consent at any time. Please be aware however that the 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 an alumni or parents' association has been requested).

DATA ACCURACY AND SECURITY

The 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 of any significant changes to important information, such as contact details, held about them.

An individual has the right to request that any out-of-date, irrelevant or inaccurate or information about them is erased or corrected (subject to certain exemptions and limitations under Data Protection Law): please see above for details of why the school may need to process your data, of who you may contact if you disagree.

The 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 school

systems. All staff and governors will be made aware of this policy and their duties under Data Protection Law and receive relevant training.

understand their own personal data held and processed by the school, and in some cases ask for it to be erased or amended, or to have it transferred elsewhere, or for the school to stop processing it – but subject to certain exemptions and limitations. If you consider that the personal data we hold on you is inaccurate, please let us know. However, the school will not necessarily delete or amend views, opinions, notes or records purely on the request of an individual who disputes the account, although we may keep a record of all parties' viewpoints.

The 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 generally one month, but actually fulfilling more complex or multiple requests, e.g. those involving third party information, may take 1-2 months. The school will be better able to respond quickly to smaller, targeted requests for information made during term time. If the request for information is manifestly excessive or similar to previous requests, the school may ask you to reconsider[, or require a reasonable fee for the administrative costs of complying with the request, or in certain cases refuse the request (but only where Data Protection Law allows it, and in accordance with relevant regulatory guidance).

If you consider that the personal data we hold on you is inaccurate, please let us know. However, the school will not necessarily delete or amend views, opinions, notes or records purely on the request of an individual who disputes the account, although we may keep a record of all parties' viewpoints.

You should be aware that GDPR rights (including the right of access) are limited to your own personal data, and certain data is exempt. This will include information which identifies other individuals (and parents need to be aware this may include their own children, in certain limited situations – [please see further below]), or information which is subject to legal privilege (for example legal advice given to or sought by the school, or documents prepared in connection with a legal action, or where a duty of confidence is owed by a legal adviser).

The school is also not required to disclose any pupil examination scripts (or other information consisting solely of pupil test answers, potentially including in mock exam scripts or other types of exams / tests used to assess performance – although markers' comments may still be disclosable if they constitute pupil personal data). The school is also not required to provide examination or other test marks ahead of their ordinary publication date, nor share any confidential reference held by the school that was (or will be) given for the purposes of the education, training, appointment or employment of any individual.

You may have heard of the "right to be forgotten". However, we will sometimes have compelling reasons to refuse specific requests to amend, delete or stop processing your (or your child's) personal data: for example, a legal requirement, or where it falls within a proportionate legitimate interest identified in this Privacy Notice. Generally, if the school still considers the processing of the personal data to be reasonably necessary, it is entitled to continue. All such requests will be considered on their own merits.

The 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 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

The 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.

QUERIES AND COMPLAINTS

Any comments or queries on this policy should be directed to the Bursar, bursar@thestudyprep.co.uk.

If an individual believes that the School has not complied with this policy or acted otherwise than in accordance with Data Protection Law, they should utilise the School's Complaints procedure and should also notify the Bursar. There is also the right to lodge a complaint with the Information Commissioner's Office at <https://ico.org.uk/concerns>

Reviewed: February 2023