



DATA PROTECTION POLICY

This policy is available on-line at: www.tynecoast.ac.uk

- We will consider any request for this policy to be made available in an alternative format or language. Please note that the College may charge for this. Please contact: Director of IT
- We review our policies regularly to update them and to ensure that they are accessible and fair to all. We welcome suggestions for improving the accessibility or fairness of this policy.
- All our policies are subject to equality impact assessments*. We are always keen to hear from anyone who wishes to contribute to these impact assessments. Please contact: Director of IT

*Equality Impact Assessments are carried out to see whether the policy has, or is likely to have, a negative impact on grounds of: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Approved by:	Version:	Issue Date:	Review Date:	Contact Person:
Board	v.12	Dec 2022	Dec 2025	Director of IT

Equal Opportunities: Impact Assessed

Review: 3 years

DATA PROTECTION POLICY

1. Policy Statement

Tyne Coast College is required to retain certain information about its employees, students and other persons in order to facilitate the monitoring of performance, achievements, and health and safety. It is also necessary to process information so that staff can be recruited and paid, courses organised and legal obligations to funding bodies and government complied with.

To comply with the law, information stored in files (either paper based or electronically including e-mail, internet, intranet or portable storage devices) must be collected and used fairly, stored and disposed of safely, and not disclosed to any other person unlawfully.

All data processed by the College will be done so in keeping with the principals of the General Data Protection Regulation (GDPR), in particular data shall be:

- a) processed lawfully, fairly and in a transparent manner in relation to individuals;
- b) collected for specified, explicit and legitimate purposes and only used or those purposes.
- c) adequate, relevant and limited to what is necessary for the purposes for which it was obtained;
- d) accurate and kept up to date; every reasonable step must be taken to ensure that data which is inaccurate is erased or rectified without delay;
- e) kept in a form which permits identification of data subjects for no longer than is necessary; data may be stored for longer periods for archiving purposes or statistical purposes subject to appropriate safeguards; and
- f) processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures.

The College and all staff or others who process or use any personal information must ensure that they follow these principles at all times. In order to ensure that this happens, the College has developed the Data Protection policy.

2. Scope

This policy applies to all members of the College community (staff (including agency workers), governors, students, contractors/suppliers and members of the public).

This policy does not form part of the formal staff contract of employment nor of the student contract with the College, but it is a condition of both contracts that College regulations and policies must be adhered to. A failure to follow the policy may result in disciplinary proceedings.

Any members of staff or learners who consider that the policy has not been followed in respect of personal data about themselves or about other data subjects should raise the matter with the Data Protection Officer initially (students may wish to do this through their lecturer or course tutor). If the matter is not resolved it should be raised as a formal complaint or grievance or through the College's Public Interest Disclosure Procedure where appropriate.

3. Legislation

- Data Protection Act 2018
- Freedom of Information Act 2000
- Computer Misuse Act 1990
- Education Act 2002
- General Data Protection Regulation 2018

4. Responsibilities

4.1. All College staff have responsibility for

- 4.1.1. Checking that data they provide to the College in connection with their employment is accurate and up to date.
- 4.1.2. Informing the College of changes to information which they have provided, e.g. change of address.
- 4.1.3. Checking the information that the College will send to them from time to time, which gives details of information kept and processed about them.
- 4.1.4. Informing the College of any errors or changes. The College cannot be held responsible for any errors which staff members have had the opportunity to correct.

If and when, as part of their responsibilities, staff collect information about other people, (i.e. about students' course work, opinions about ability, references to other academic institutions, or details of personal circumstances) they need to follow the data collection principles

4.2. The Data Protection Officer.

The College as a Body Corporate is the Data Controller under the Act and the Board of Governors is therefore ultimately responsible for ensuring implementation of the Act. However, the designated Data Protection Officer will deal with day to day matters.

The Director of IT, Craig Scott, is the designated Data Protection Officer

5. Data Processing

5.1. Types of information we process

We process information relevant to the above reasons/purposes. This may include:

- personal details
- family details
- lifestyle and social circumstances
- financial details
- education and employment details
- student records
- visual images, personal appearance and behaviour
- goods or services provided

We also process sensitive classes of information that may include:

- physical or mental health details
- racial or ethnic origin
- religious or other beliefs
- trade union membership
- offences and alleged offences
- criminal proceedings, outcomes and sentences

5.2. Who the information is processed about

We process personal information about:

- our students
- employees
- current, past and prospective employers
- professional advisers, consultants
- business contacts
- welfare and pastoral professionals
- complainants, enquirers
- persons who may be the subject of an enquiry
- suppliers and service providers
- individuals captured by CCTV images

5.3. Who the information may be shared with

We sometimes need to share the personal information we process with the individual themselves and also with other organisations. Where this is necessary we are required to comply with all aspects of the Data Protection Act (DPA). What follows is a description of the types of organisations we may need to share some of the personal information we process with for one or more reasons.

Where necessary or required we share information with:

- family, associates and representatives of the person whose personal data we are processing
- professional advisers
- current, past or prospective employers
- educators and examining bodies
- trade, employer and professional organisations
- UCAS
- trade unions and staff associations
- voluntary and charitable organisations
- healthcare, social and welfare organisations
- suppliers
- financial organisations
- survey and research organisations
- persons making an enquiry or complaint
- careers service
- press and the media
- local and central government
- security organisations
- police forces, prison and probation services, courts and tribunals
- suppliers and service providers

5.4. Transfers

It may sometimes be necessary to transfer personal information overseas. When this is needed information may be transferred to countries or territories around the world. Any transfers made will be in full compliance with all aspects of the data protection act.

6. Legal Basis for Processing

We will process data

- Where we have obtained consent from the individual, in the case of students this will usually be obtained at point of enquiry, application, or enrolment
- Where we have contractual obligations to process data. Examples include, but are not limited to, contracts with government agencies such as the Education Skills Funding Agency and contracts with employers to deliver training to their employees
- Where processing is necessary for carrying out obligations under employment, social security or social protection law, or a collective agreement
- Where we have other legitimate reasons which are consistent with the delivery of education or training, and related support, advice and guidance to current or past students or employees
- Where the processing is necessary to ensure the health & wellbeing of current or past students or employees.
- Where we have other legal obligations to process the data

7. Actions to Implement and Develop Policy

7.1. Information Security

All staff have responsibility for ensuring that:

- Any personal data which they hold is stored and disposed of securely.
- Personal information is not disclosed orally, in writing, accidentally, or otherwise to any unauthorised third party

Staff should note that unauthorised disclosure will usually be a disciplinary matter, and may be considered gross misconduct in some cases.

Personal information should be stored securely, usually this means

- In a locked office, or
- In a locked filing cabinet, or
- In a locked drawer, or
- If it is computerised, be password protected, or
- If it is kept on portable storage (i.e. USB, laptop etc..) be encrypted and itself kept securely

The Information Security Policy should be consulted for guidance on storage, transmission, encryption and disposal of data owned by the College.

7.2. Unauthorised Access

Any member of staff or student who deliberately gains or attempts to gain unauthorised access to personal data on any data subject or discloses such data to any third party may be disciplined in accordance with College procedures.

7.3. Student Obligations

Students must ensure that all personal data provided to the College are accurate and up to date. Students must ensure that changes of address, etc, are notified to MIS, admin office or Dr Winterbottom Hall as appropriate.

Students who use the College facilities may wish, from time to time, to process personal data. If they do they must obtain the prior permission of their course tutor.

7.4. Rights of Access to Information

Staff, students and other data subjects have the right of access to any personal data that are being kept about them either on computer or in certain other files. Any person who wishes to exercise this right should complete the College "Data Subject Access Request" form. Forms are available from the Intranet

The College aims to comply with requests for access to personal information as quickly as possible, but will ensure that it is provided within one month unless the requests are complex, or numerous. In such cases, the reason for delay will be explained in writing to the data subject making the request.

7.5. Exemptions

GDPR contains exemptions to allow disclosure of data to safeguard

- national security;
- defence;
- public security;
- the prevention, investigation, detection or prosecution of criminal offences;
- other important public interests, in particular economic or financial interests, including budgetary and taxation matters, public health and security;
- the protection of judicial independence and proceedings;
- breaches of ethics in regulated professions;
- monitoring, inspection or regulatory functions connected to the exercise of official authority regarding security, defence, other important public interests or crime/ethics prevention;
- the protection of the individual, or the rights and freedoms of others; or
- the enforcement of civil law matters

Requests to disclose data on the grounds of the above exemptions should be submitted to the Data Protection Officer using the “Data Disclosure Request” form (available from the College intranet)

No data should be released until the request form has been appropriately processed and release agreed by either the Data Protection Officer, or a member of the Senior Executive Group.

7.6. Public Domain

Information that is already in the public domain is exempt from this policy

7.7. Subject Consent

In many cases, the College can only process personal data with the consent of the individual. In some cases, if the data are sensitive, express consent must be obtained. Data is considered sensitive if it is about an individual’s race; political opinions; religious beliefs; trade union membership; health; sex life or criminal record.

Agreement to the College processing some specified classes of personal data is a condition of acceptance of a student onto any course, and a condition of employment for staff. This includes information about previous convictions.

Some jobs or courses will bring the applicants into contact with children, including young people between the ages of 14 and 17. The College has a duty under the Education Act 2002 and other enactments to ensure that staff are suitable for the job, and students for the courses offered. The College also has a duty of care to all staff and students and must therefore make sure those employees, and those who use the College facilities, do not pose a threat or danger to other users.

The College will also ask for information about particular health needs, such as allergies to particular forms of medication or any conditions such as asthma or diabetes. The College will only use the information in the protection of the health and safety of the individual, but will need consent to process in the event of a medical emergency, for example.

Therefore, all prospective staff and students will be asked to sign a 'Consent to Process' clause in any application forms, regarding particular types of information when an offer of employment or a course place is made. A refusal to sign such a form can result in the offer being withdrawn.

7.8. Examination Marks

Students will be entitled to information about their marks for both coursework and examinations, however in some cases they may not be released prior to results publication dates.

The College may withhold certificates, accreditation or references in the event that the full course fees have not been paid, or all books and equipment returned.

7.9. Retention of Data

A full list of information with retention times is available from the Data Protection Officer and detailed in the Archive policy.

The College will keep some forms of information for longer than others. In general information about students will be kept for a maximum of ten years after they leave the College.

Some information, including information about health, or disciplinary matters will be destroyed within 3 years of the students leaving the College.

The College will need to keep information about staff for six years after the member of staff leaves. Some information however will be kept for much longer. This will include information necessary in respect of pensions, taxation, health, potential or current disputes or litigation regarding the employment and information required for job references.

7.10 Reporting of Breaches

The ICO defines a data breach as:

“A personal data breach means a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data. This includes breaches that are the result of both accidental and deliberate causes. It also means that a breach is more than just about losing personal data.”

Examples of breaches include, but are not limited to:

- Data corruption
- Computer Malware/Virus
- Hacking
- Unescorted visitors in secure areas
- Break-ins
- Thefts from buildings

- Thefts from vehicles
- Loss of data in transit (i.e. missing post)
- Insecure disposal of data
- Unauthorised disclosures
- Inappropriate sharing

Suspected data breaches must be reported immediately upon discovery to the Data Protection Officer, or if they are unavailable a member of the Senior Executive Group.

The Data Protection Officer will instigate the data breach procedure to contain and investigate the breach.

Personal data breaches must be reported to the Information Commissioners Office (ICO) within 72 hours of their discovery. Breaches must only be reported to the ICO by the Data Protection Officer, or if they are unavailable a member of the Senior Executive Group.

8. Related Policies

- Information Security Policy
- Acceptable use of ICT Policy
- Archive Policy
- Freedom of Information Policy
- Admissions Policy
- Public Interest Disclosure Policy
- Child Protection Policy
- Staff Disciplinary Procedure