



Privacy Policy for Governors/Trustees and Volunteers

In the development of this policy consideration has been given to Equality and Diversity and Data Protection.

Equality and Diversity

CAMPFIRE EDUCATION TRUST is committed to promoting equality of opportunity for all staff and job applicants. The Trust aims to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We do not discriminate against staff based on age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.

Data Protection

CAMPFIRE EDUCATION TRUST will process personal data of staff (which may be held on paper, electronically, or otherwise). CAMPFIRE EDUCATION TRUST recognises the need to treat it in an appropriate and lawful manner, in accordance with the Data Protection Act 2018 (DPA).

This Policy is to be used across all Campfire Education Trust Schools	Version	Date
Campfire Education Trust Officer responsible for updating content – DPO	1	November 2019
Date approved by Campfire Trust Board		
Notice to be reviewed annually from date last approved by Campfire Trust Board	1	Annually
Policy to be reviewed by Campfire Education Trust (unless statutory revisions require it be done earlier)		1 st September 2020



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Application of the Policy

This policy is to be used by all employees employed by Trust (CAMPFIRE EDUCATION TRUST). The following definitions are included for reference purposes for both School and Central Team staff to enable clarity and transparency when applying this policy.



Privacy Policy for Governors/Trustees and Volunteers

Under data protection law, individuals have a right to be informed about how the Trust uses any personal data that we hold about them. We comply with this right by providing 'privacy notices' (sometimes called 'fair processing notices') to individuals where we are processing their personal data.

This privacy notice explains how we collect, store and use personal data about individuals working with the trust and its schools in a voluntary capacity, including governors/trustees.

We, the Campfire Education Trust, Burliegh Piece, Linden Village, Buckingham, MK18 7HX are the 'data controller' for the purposes of data protection law.

Our data protection officer is Julia Steed (see 'Contact us' below).

The personal data we hold

We process data relating to those volunteering at the trust or its schools. Personal data that we *may* collect, use, store and share (when appropriate) about you includes, but is not restricted to

- Contact details
- References
- Date of birth, marital status and gender
- Next of kin and emergency contact numbers
- Bank account details, payroll records, National Insurance number and tax status information
- Evidence of qualifications
- Copy of driving licence
- Photographs
- CCTV footage (where installed across the trust sites)
- Data about your use of the trusts information and communications system
- Information about business and pecuniary interests
- Results of DBS and Section 128s (when applicable)

We may also collect, store and use information about you that falls into "special categories" of more sensitive personal data. This includes information about (where applicable):

- Race, ethnicity, religious beliefs, sexual orientation and political opinions
- Disability and access requirements



Why we use this data

The purpose of processing this data is to support the trust and its schools, to:

- Establish and maintain effective governance
- Meet statutory obligations for publishing and sharing [governors'/trustees'] details
- Facilitate safe recruitment, as part of our safeguarding obligations towards pupils
- Undertake equalities monitoring
- Ensure that appropriate access arrangements can be provided for volunteers who require them

Our lawful basis for using this data

We only collect and use personal information about you when the law allows us to. Most commonly, we use it where we need to:

- Carry out a task in the public interest
- Comply with a legal obligation

Less commonly, we may also use personal information about you where:

- You have given us consent to use it in a certain way
- We need to protect your vital interests (or someone else's interests)

Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent and explain how you go about withdrawing consent if you wish to do so.

Some of the reasons listed above for collecting and using personal information about you overlap, and there may be several grounds which justify the trust's use of your data.

Collecting this information

While the majority of information we collect from you is mandatory, there is some information that you can choose whether or not to provide to us.

Whenever we seek to collect information from you, we make it clear whether you must provide this information (and if so, what the possible consequences are of not complying), or whether you have a choice

How we store this data

Personal data is stored in line with Record Retention Schedule/Records Management Policy and our statutory obligations which you can access via our website.



We maintain a file to store personal information about all volunteers. The information contained in this file is kept secure and is only used for purposes directly relevant to your work with the trust and its schools.

When your relationship with the Trust has ended, we will retain and dispose of your personal information in accordance with our Record Retention Schedule/Records Management Policy and our statutory obligations which you can access via our website.

Data sharing

We do not share information about you with any third party without your consent unless the law and our policies allow us to do so.

Where it is legally required, or necessary (and it complies with data protection law) we may share personal information about you with:

- Government departments or agencies – to meet our legal obligations to share information about governors/trustees
- Our local authority – to meet our legal obligations to share certain information with it, such as details of governors
- Suppliers and service providers – to enable them to provide the service we have contracted them for, such as governor/trustee support
- Professional advisers and consultants
- Employment and recruitment agencies
- Police forces, courts

Your rights

How to access personal information we hold about you

Individuals have a right to make a **'subject access request'** to gain access to personal information that the school holds about them.

If you make a subject access request, and if we do hold information about you, we will:

- Give you a description of it
- Tell you why we are holding and processing it, and how long we will keep it for
- Explain where we got it from, if not from you
- Tell you who it has been, or will be, shared with
- Let you know whether any automated decision-making is being applied to the data, and any consequences of this
- Give you a copy of the information in an intelligible form

You may also have the right for your personal information to be transmitted electronically to another organisation in certain circumstances.



If you would like to make a request, please complete the form that can be found on our website and return to dpo@campfiretrust.co.uk.

Your other rights regarding your data

Under data protection law, individuals have certain rights regarding how their personal data is used and kept safe. You have the right to:

- Object to the use of your personal data if it would cause, or is causing, damage or distress
- Prevent your data being used to send direct marketing
- Object to the use of your personal data for decisions being taken by automated means (by a computer or machine, rather than by a person)
- In certain circumstances, have inaccurate personal data corrected, deleted or destroyed, or restrict processing
- Claim compensation for damages caused by a breach of the data protection regulations

To exercise any of these rights, please contact our data protection officer.

Contact us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our **data protection officer**:

- Julia Steed, DPO@campfiretrust.co.uk

Complaints

We take any complaints about our collection and use of personal information very seriously. If you think that our collection or use of personal information is unfair, misleading or inappropriate, or have any other concern about our data processing, please raise this with us in the first instance.

To make a complaint, please contact our data protection officer.

Alternatively, you can make a complaint to the Information Commissioner's Office:

- Report a concern online at <https://ico.org.uk/concerns/>
- Call 0303 123 1113
- Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

This notice is based on the Department for Education's model privacy notice for parents of pupils, and to reflect the way we use data in this school.