



MORE HOUSE SCHOOL

**PRIVACY NOTICE
(External)**

PRIVACY NOTICE

WHO WE ARE:

The Gard'ner Memorial Limited is the registered Company (523768) named after our Founder, Joseph Gard'ner and trades under its registered Charity name of More House School (311872). The School's registered address is Moons Hill, Frensham, Farnham, Surrey. GU10 3AP and its website including this Privacy Notice can be found under www.morehouseschool.co.uk.

WHAT THIS PRIVACY NOTICE IS FOR:

This 'Privacy Notice' has been written to provide information about all personal information as it relates to the operations at More House School in pursuance of the educational service it is contracted to deliver. This notice intends to provide information about how the school will use (or 'process') personal data about individuals including: its current, past and prospective pupils, and their parents, carers or guardians (referred to in this policy as 'parents') and others that supply personal data to the School. Personal data used by the School derives from all quarters of the School's life including information submitted by parents, students, staff, educational reports, other official bodies, and Local Educational Authorities to name some examples. This Privacy Notice has been created as a result of a full audit of data held by the School and the purposes for which it is used.

The information provided in this Privacy Notice is because Data Protection Law gives individuals rights to understand how their data is used. All who are invited to supply personal data to the School are encouraged to read this Privacy Notice and understand the school's obligations to safeguard the personal data it holds.

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 conjunction with the school's other relevant policies, including

- any contract made between the School and 'Other Parties', such as parents, pupils, staff and other third parties/contractors;
- information given by consent regarding Cardholder Information Security;
- information stored regarding DBS Handling; Mental Health and other Medical information supplied by a subject;
- 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, and health and safety policies, including as to how concerns or incidents are recorded; and

- the school's IT policies, including its Acceptable Use 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) should also comply with this Privacy Notice. Separate Privacy Notices are available specifically for staff and another for students. The School's Data Protection policy provides further information about how individual personal data is used and kept secure.

RESPONSIBILITY FOR DATA PROTECTION

The School has not appointed a Data Protection Officer/Controller following legal advice through the Independent Bursars' Association (ISBA), however the Bursar in conjunction with the Headmaster is the school's lead for compliance including data protection for the purposes of the relevant legislation and is responsible for keeping the Board of Governors well informed of all Data Protection matters as they are likely to affect More House.

WHY THE SCHOOL NEEDS TO PROCESS PERSONAL DATA

The School collects individual personal data in order to lead, manage and deliver an educational service to its students. This involves the whole School community together with external bodies such as Local Education Authorities (LEAs), Independent Schools Council (ISC), Inspection Regulators (Ofsted & ISI) and Contractors. In order to carry out and inform upon its daily operations/duties, the School has a need to process a wide range of personal data about individuals. Some of the School's collection of data arises because of its legal obligations, whilst other data is collected by consent in order to arrange examinations, educational outings, medical appointments and other activities.

Other uses of personal data will be made in accordance with the school's operations, 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 that cannot be justified within its operations.

THE LEGAL BASIS FOR HOLDING THIS DATA:

The collection and use of individual personal data by the school will fall within that category of its (or its community's) '**Legitimate interests**', '**Legal obligations**' '**Contractual**' and those where it relies upon the clear '**Consent**' of others in order to hold data.

- For the purposes of pupil recruitment and admissions (and to confirm the identity of prospective pupils and their parents);
- To provide educational services, including musical education, physical training or spiritual development, career services, and extra-curricular activities to pupils, and monitoring pupils' progress and educational needs;

- Maintaining relationships with alumni and the school community, including direct marketing or fundraising activity;
- For the purposes of management planning and forecasting, research and statistical analysis, including that imposed or provided for by law (such as tax, diversity or gender pay gap analysis);
- To enable relevant authorities to monitor the school's performance and to intervene or assist with incidents as appropriate;
- 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;
- 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;
- To safeguard pupils' welfare and provide appropriate pastoral care;
- To monitor (as appropriate) use of the school's IT and communications systems in accordance with the school's IT: acceptable use policy;
- To make use of photographic images of pupils in 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 children;
- For security purposes, including [biometrics and] CCTV in accordance with the school's [biometrics or] CCTV policy;
- To carry out or cooperate with any school or external complaints, disciplinary or investigation process; and
- 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:

- 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;

- To provide educational services in the context of any special educational needs of a pupil;
- To provide spiritual education in the context of any religious beliefs;
- In connection with employment of its staff, for example DBS checks, welfare, union membership or pension plans;
- To run any of its systems that operate on biometric data, such as for security and other forms of pupil identification (lockers, lunch etc.);
- As part of any school or external complaints, disciplinary or investigation process that involves such data, for example if there are SEN, health or safeguarding elements; or
- 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.

TYPES OF PERSONAL DATA PROCESSED BY THE SCHOOL

This will include by way of example:

- names, addresses, telephone numbers, e-mail addresses and other contact details;
- car details (about those who use our car parking facilities);
- [biometric information, which will be collected and used by the school in accordance with the school's biometrics policy.]
- bank details and other financial information, e.g. about parents who pay fees to the school;
- past, present and prospective pupils' academic, disciplinary, admissions and attendance records (including information about any special needs), and examination scripts and marks;
- personnel files, including in connection with academics, employment or safeguarding;
- where appropriate, information about individuals' health and welfare, and contact details for their next of kin;
- 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;
- correspondence with and concerning staff, pupils and parents past and present; and

- 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);

HOW THE SCHOOL COLLECTS 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.

WHO HAS ACCESS TO PERSONAL DATA AND WHO THE SCHOOL SHARES IT WITH

Occasionally, the school will need to share personal information relating to its community with third parties, such as:

- professional advisers (e.g. lawyers, insurers, PR advisers and accountants);
- government authorities (e.g. HMRC, DfE, police or the local authority); and
- appropriate regulatory bodies e.g. Ofsted, Examination Boards and LEAs;
- appropriate third parties including debt collection agencies in the case of unpaid fees or third party financial inquiry agents in relation to Bursaries or other assistance with fees.

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). Particularly strict rules of access apply in the context of:

- medical records held and accessed only by the school doctor and appropriate medical staff, or otherwise in accordance with express consent; and
- pastoral or safeguarding files.

However, a certain amount of any SEN 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.

Staff, pupils and parents are reminded that the school is under duties imposed by law and statutory guidance (including [Keeping Children Safe in Education](#)) 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, and in some cases referrals to relevant authorities such as the LADO or police. For further information about this, please view the school's Safeguarding Policy.

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.

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 the Bursar. 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. Even where a subject has requested we no longer keep in touch with them, we will need to keep a record of the fact in order to fulfil a subject's wishes (called a "suppression record"). The School's 'Retention of Records' policy states:

- Personal Data held within Pupils' personal files will be retained for 35 years from the date the pupil left the School.
- Personal Data received through our Admissions process relating to unsuccessful enquiries for placements to the School will be deleted after 2 years from the date of the enquiry.
- All other data collected within the scope of its operations will be retained for 7 years.
- All classified as Governance documentation will be retained indefinitely in order to provide a historical account of events and decision making.

Thereafter the above retention periods, data will be disposed of so as not to be retrievable.

KEEPING IN TOUCH AND SUPPORTING THE SCHOOL

The school [and/or any relevant other organisation] 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:

- Share personal data about parents and/or alumni, as appropriate, with organisations set up to help establish and maintain relationships with the school community, such as the [enter names of relevant bodies which exist outside of the school e.g. any parent/staff association, old members/alumni association etc.];

- Contact parents and/or alumni [(including via the organisations above)] by post and email in order to promote and raise funds for the school [and, where appropriate, other worthy causes];
- Collect information from publicly available sources about parents' and former pupils' occupation and activities, in order to maximise the school's fundraising potential.]
- 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 is nonetheless likely to retain some of your details (not least to ensure that no more communications are sent to that particular address, email or telephone number).

YOUR RIGHTS

Individuals have various rights under Data Protection Law to access and understand personal data about them held by the school, and in some cases ask for it to be erased or amended or have it transferred to others, or for the school to stop processing it – but subject to certain exemptions and limitations.

Any individual wishing to access or amend their personal data, or wishing it to be transferred to another person or organisation, or who has some other objection to how their personal data is used, should put their request in writing to the Bursar.

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 one month in the case of requests for access to information).

The school will be better able to respond quickly to smaller, targeted requests for information. If the request for information is manifestly excessive or similar to previous requests, the school may ask you to reconsider, or require a proportionate fee (but only where Data Protection Law allows it).

- **Requests that cannot be fulfilled**

You should be aware that the right of access is limited to your own personal data, and certain data is exempt from the right of access. 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).

The school is also not required to disclose any pupil examination scripts (or other information consisting solely of pupil test answers), provide examination or other test marks ahead of any ordinary publication, nor share any confidential reference given by the school itself for the purposes of the education, training 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 legitimate interest identified in this Privacy Notice. All such requests will be considered on their own merits.

- **Pupil requests**

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.

Pupils [*at [Senior School] / aged e.g. 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.

- **Parental requests, etc.**

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, [in accordance with the Parent Contract]. [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].

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.

Consent

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: medical conditions, next of kin details, certain types of uses of images, school outings and certain types of fundraising. 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 a subject's 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).

Whose rights?

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. 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.

In general, the School will assume that pupils' consent is not required for ordinary disclosure of their personal data to their parents, e.g. for the purposes of keeping parents informed about the pupil's activities, progress and behaviour, and in the interests of the pupil's welfare. That is unless, in the school's opinion, there is a good reason to do otherwise.

However, where a pupil seeks to raise concerns confidentially with a member of staff and expressly withholds their agreement to their personal data being disclosed to their parents, the school may be under an obligation to maintain confidentiality unless, in the school's opinion, there is a good reason to do otherwise; for example where the school believes disclosure will be in the best interests of the pupil or other pupils, or if required by law.

Pupils, staff and Governors and others who hold personal information are required to respect the personal data and privacy of others, and to comply with the school's policies as identified in this document.

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 Bursar 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.

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 using the following contact details bursar@morehouseschool.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 [complaints / grievance] procedure and should also notify the Bursar of their action. You can also make a referral to or lodge a complaint with the Information Commissioner's Office (ICO), although the ICO recommends that steps are taken to resolve the matter with the school before involving the regulator.