



Oswald Road Childcare Club C.I.C

Data Protection Policy

Updated May 2018



Data Protection Policy

At Owl Club we respect the privacy of the children attending the Club and the privacy of their parents or carers, as well as the privacy of our staff. Our aim is to ensure that all those using and working at Owl Club can do so with confidence that their personal data is being kept secure.

Our lead person for data protection is Sam Dawson the Club Manager. The lead person ensures that the Club meets the requirements of the GDPR, liaises with statutory bodies when necessary, and responds to any subject access requests.

Confidentiality

Within the Club we respect confidentiality in the following ways:

- Parents can request in writing to see the records relating to their child, but will not have access to information about any other children.
- We will only ever share or discuss information with a parent or legal carer about their own child and this will not be discussed with or in front of other parents or carers
- Staff will not share personal information or discuss confidential matters about parents/carers with children or other parents/carers.
- Information given by parents to Club staff about their child will not be passed on to third parties without permission unless there is a safeguarding issue (as covered in our **Safeguarding Policy**).
- Concerns or evidence relating to a child's safety, will be kept in a confidential file and will not be shared within the Club, except with the designated Child Protection Officer and the manager.
- Staff will not share or discuss confidential information about other staff members.
- Staff only discuss individual children for purposes of supporting, planning and group management.
- Staff are made aware of the importance of confidentiality during their induction process.
- Issues relating to the employment of staff, whether paid or voluntary, will remain confidential to those making personnel decisions.
- All personal data is stored securely in a lockable file and on a password protected computer.
- Under no circumstances should staff provide any information about children to any branch of the media. All media enquiries should be passed in the first instance to the manager.
- Students on work placements and volunteers are informed of our Data Protection policy and are required to respect it.



Information that we keep

The items of personal data that we keep about individuals are documented on our personal data matrix and in our **Data Retention Policy**. The personal data matrix is reviewed annually to ensure that any new data types are included.

Children and parents/carers: We hold only the information necessary to provide a childcare service for each child. This includes child registration information, medical information, parent contact information, attendance records, incident and accident records and so forth. Once a child leaves our care we retain only the data required by statutory legislation and industry best practice, and for the prescribed periods of time. Electronic data that is no longer required is deleted and paper records are disposed of securely or returned to parents or carers.

Staff: We keep information about employees in order to meet HMRC requirements, and to comply with all other areas of employment legislation. We retain the information after a member of staff has left our employment for the recommended period of time, then it is deleted or destroyed as necessary.

Sharing information with third parties

We will only share child information with outside agencies on a need-to-know basis and with consent from parents, except in cases relating to safeguarding children, criminal activity, or if required by legally authorised bodies (e.g. Police, HMRC, etc). If we decide to share information without parental consent, we will record this in the child's file, clearly stating our reasons.

We will only share relevant information that is accurate and up to date. Our primary commitment is to the safety and well-being of the children in our care.

Some limited personal information is disclosed to authorised third parties we have engaged to process it, as part of the normal running of our business, for example in order to take to manage our payroll and accounts. Any such third parties comply with the strict data protection regulations of the GDPR. Please refer to the staff or parent Privacy Notices.

Subject access requests

- Parents/carers can ask to see the information and records relating to their child, and/or any information that we keep about themselves.
- Staff and volunteers can ask to see any information that we keep about them.
- We will make the requested information available as soon as practicable, and will respond to the request within one month at the latest.
- If our information is found to be incorrect or out of date, we will update it promptly.
- If any individual about whom we hold data has a complaint about how we have kept their information secure, or how we have responded to a subject access request, they may complain to the Information Commissioner's Office (ICO).



GDPR and Data Protection Act.

We comply with the requirements of the General Data Protection Regulation (GDPR) and the Data Protection Act 1998, regarding obtaining, storing and using personal data. Staff failing to show due regard for confidentiality will be liable to disciplinary action under the provisions of the **Staff Disciplinary Procedures**.

Related Policies: Data Retention Policy, Staff Privacy Notice, Parent/Carer Privacy Notice, Recruitment Privacy Notice, staff Disciplinary.

This policy was adopted by: Sam Dawson –Manager / Jenny Kennedy - HR	Date: 3rd May 2018
To be reviewed: May 2019 or sooner if required	Signed: Sam Dawson - Manager

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2017): Safeguarding and Welfare Requirements: Information and records [3.68 -3.71]*.