

JACK AND JILL PLAYGROUP

General Data Protection Regulation Policy (GDPR)

Statement

GDPR stands for General Data Protection Regulation and replaces the previous Data Protection Directives that were in place. It was approved by the EU Parliament in 2016 and comes into effect on 25th May 2018.

GDPR states that personal data should be 'processed fairly & lawfully' and 'collected for specified, explicit and legitimate purposes' and that individuals data is not processed without their knowledge and are only processed with their 'explicit' consent. GDPR covers personal data relating to individuals.

Jack and Jill Playgroup is committed to protecting the rights and freedoms of individuals with respect to the processing of children's, parents, visitors and staff personal data.

The Data Protection Act gives individuals the right to know what information is held about them. It provides a framework to ensure that personal information is handled properly.

Jack and Jill Playgroup is registered with the ICO (Information Commissioners Office) under registration reference: Z3418203 and has been registered since 23.11.12. Certificates are on display on the parent's information board.

GDPR includes 7 rights for individuals

1) The right to be informed:

Jack and Jill Playgroup is a registered Childcare provider with Ofsted and as so, is required to collect and manage certain data. We need to know parent's names, addresses, telephone numbers, email addresses, date of birth and National Insurance numbers. We need to know children's' full names, addresses, date of birth and Birth Certificate number. For parents claiming the free nursery entitlement we are requested to provide this data to Medway City Council; this information is sent to the Local Authority via a secure electronic file transfer system.

We are required to collect certain details of visitors to our pre-schools. We need to know visitor`s names, telephone numbers, addresses and where appropriate company name. This is in respect of our Health and Safety and Safeguarding Policies.

As an employer Jack and Jill Playgroup is required to hold data on its employees; names, addresses, email addresses, telephone numbers, date of birth, National Insurance numbers, photographic ID such as passport and driver's licence, bank details. We also hold name, addresses and contact details on employees next of kin for emergencies. We also hold and manage data on our current committee members for Ofsted and The Charity's Commission. Information is required for enhanced Disclosure and Barring Service checks (DBS) and proof of eligibility to work in the UK. This information is sent via a secure file transfer system to UKCRBs for the processing of DBS checks.

2) The right of access:

At any point an individual can make a request relating to their data and Jack and Jill Playgroup will need to provide a response (within 1 month). Jack and Jill Playgroup can refuse a request, if we have a lawful obligation to retain data i.e. from Ofsted in relation to the EYFS, but we will inform the individual of the reasons for the rejection. The individual will have the right to complain to the ICO if they are not happy with the decision.

3) The right to erasure:

You have the right to request the deletion of your data where there is no compelling reason for its continued use. However, Jack and Jill Playgroup has a legal duty to keep children's and parents' details for a reasonable time, we retain these records for 3 years after leaving pre-school, children's accident and injury records for 19 years (or until the child reaches 21 years), and 22 years (or until the child reaches 24 years) for Child Protection records. Staff records must be kept for 6 years after the member of leaves employment, before they can be erased. This data is archived securely onsite and shredded after the legal retention period.

4) The right to restrict processing:

Parents, visitors and staff can object to Jack and Jill Playgroup processing their data. This means that records can be stored but must not be used in any way, for example reports or for communications.

5) The right to data portability:

Jack and Jill Playgroup requires data to be transferred from one IT system to another; such as from Jack and Jill Playgroup to the Local Authority. These recipients use secure file transfer systems and have their own policies and procedures in place in relation to GDPR.

- 6) The right to object:
Parents, visitors and staff can object to their data being used for certain activities like marketing or research.

- 7) The right not to be subject to automated decision-making including profiling:
Automated decisions and profiling are used for marketing-based organisations. does not use personal data for such purposes.

Storage and use of personal information

All paper copies of children's and staff records are kept in a locked cabinet in Jack and Jill Playgroup. Members of staff can have access to these files, but information taken from the files about individual children is confidential and apart from archiving, these records always remain on site. These records are shredded after the retention period.

Information about individual children is used in certain documents, such as, a weekly register, medication forms, referrals to external agencies and disclosure forms. These documents include data such as children's names, date of birth and sometimes address. These records are shredded after the relevant retention period.

Jack and Jill Playgroup collects a large amount of personal data every year including; names and addresses of those on the waiting list. These records are shredded if the child does not attend or added to the child's file and stored appropriately.

Information regarding families' involvement with other agencies is stored in paper format, this information is kept in a locked cabinet. These records are shredded after the relevant retention period.

Upon a child leaving Jack and Jill Playgroup and moving on to school or moving settings, data held on the child may be shared with the receiving school. Such information will be sent via the post service or via a secure file transfer system or the parent/carer will be given the data to deliver to the receiving school.

Jack and Jill Playgroup stores personal data held visually in photographs or video clips or as sound recordings, unless parent/carer gives written withdrawal of storage in this way. No names are stored with images in photo albums, displays, on the website or on Jack and Jill Playgroup`s social media sites.

Access to all office and children`s computers and laptops are password protected. When a member of staff leaves the company, these passwords are changed in line with this policy and our Safeguarding policy. Any portable data storage used to store personal data, e.g. USB memory stick, are password protected and/or stored in a locked filing cabinet.

GDPR means that Jack and Jill Playgroup must;

- * Manage and process personal data properly.
- * Protect the individual's rights to privacy.
- * Provide an individual with access to all personal information held on them.

This Policy was adapted in April 2018.

Signed on behalf of Jack and Jill Playgroup:

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CHAIRPERSON

Policy review date: April 2019

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