



Data Privacy Notice

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. Fleetville Community 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. Fleetville Community Playgroup is registered with the ICO (Information Commissioners Office) under registration reference: ZA204908 .

GDPR includes 7 rights for individuals

1) The right to be informed

Fleetville Community 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 Hertfordshire County 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-school. We need to know visits names, telephone numbers, addresses and where appropriate company name. This is in respect of our Health and Safety and Safeguarding Policies.

As an employer Fleetville Community 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 license, bank details. This information is also required for 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 the Pre-School Learning Alliance Payroll.

2) The Right of Access

At any point an individual can make a request relating to their data and Fleetville Community Playgroup will need to provide a response (within 1 month). Fleetville Community 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, Fleetville Community Playgroup has a legal duty to keep children's and parent's details for a reasonable time*, Fleetville Community Playgroup 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 and shredded after the legal retention period.

4) The right to restrict processing

Parents, visitors and staff can object to Fleetville Community 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, or the closed Facebook Group.

5) The right to data portability

Fleetville Community Playgroup requires data to be transferred from one IT system to another; Fleetville Community Playgroup to the Local Authority and to shared settings. 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. We do not do this.

7) The right not to be subject to automated decision-making including profiling.

Automated decisions and profiling are used for marketing based organisations. Fleetville Community Playgroup 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 office. Members of staff can have access to these files but information taken from the files about individual children is confidential. 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.

Fleetville Community 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 both electronically on an external hard drive and in paper format, this information is kept in a locked office. These records are shredded after the relevant retention period.

Fleetville Community Centre, Royal Rd, St Albans, Herts, AL1 4LQ Tel: (07854400569)

Ofsted registration number: EY316171

Registered charity number: 1112599

Upon a child leaving Fleetville Community Playgroup and moving on to Nursery or moving settings, data held on the child may be shared with the receiving school. Transition reports are taken by hand to the relevant Nurseries or given to the parent/carer to give to them.

Fleetville Community Playgroup stores personal data held visually in photographs in their journals and consent is given via the Permissions Form. No names are stored with images in photo albums, displays, on the website or on Fleetville Community Playgroup's social media site.

Access to all Office computers are password protected. When a member of staff leaves 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 Fleetville Community 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 at a meeting 16th may 2018

Signed on behalf of Fleetville Community Playgroup

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Policy review date: September 2018

* please see attached Preschool Learning Alliance Retention periods for records.