

Scoil Chearbhaill Uí Dhálaigh- Data Protection and Record Keeping Policy 2018

According to Article 40.3.1 in the Irish Constitution:-

3 1° The State guarantees in its laws to respect, and, as far as practicable, by its laws to defend and vindicate the personal rights of the citizen

Introduction

Scoil Chearbhaill Uí Dhálaigh promotes openness and co-operation between staff, parents and pupils as a means towards providing a caring environment through which a child can develop and grow to his or her full potential. This can best be achieved where there is openness, transparency and co-operation between staff, parents, pupils and other stakeholders.

This policy was formulated by Staff and Board of Management of Scoil Uí Dhálaigh to identify the records required to be retained by the school to achieve this and to ensure confidentiality and manageable procedures in relation to access to such records by parents, pupils and stake holders and the safe storage of such data.

The policy was updated to reflect the new General Data Protection Regulations (GDPR) active from May 25th 2018.

Should there be any discrepancy between the Irish and English in this policy, it is accepted that the Irish is the correct version and the English is provided as a translation.

Rationale

- A policy on data protection and record keeping is necessary to ensure that the school has proper procedures in place in relation to accountability and transparency;
- It is good practice to record pupil progress so as to identify learning needs
- A policy must be put in place to ensure a school complies with legislation and departmental circulars such as;
 1. Education Act, Section 9(g) requiring a school to provide access to records to students over 18 and their parents;
 2. Education Welfare Act 2000 – including provisions requiring a school to report school attendance, the transfer of pupils to other schools and communications with the Education Welfare Officer ;
 3. . Data Protection Act 1998 and the Data Protection (Amendment) Act 2003;
 4. . Circular Letter 0056/2011 -regarding the implementation of the National Literacy and Numeracy Strategy regarding Assessment;
 5. Circular Letter 0024/2013 -regarding the online claims system in recognized primary schools.
 6. 0025/2015 Primary Online Database (POD).
 7. General Data Protection Regulation (GDPR)

Aims and Objectives

- To establish a clear understanding in consultation with staff and management as to the type of staff records that are maintained and how such records should be made available;
- To ensure that Scoil Uí Dhálaigh complies with legislative requirements regarding the data protection entitlements of pupils, staff and other members of the school community;
- To put in place proper records on the educational progress of pupils thereby enabling parents and staff to support a child's learning in a meaningful and constructive manner and to ensure that eligible pupils benefit from relevant additional teaching and financial supports;
- To report to parents in a meaningful way on the educational progress of their pupils;
- To establish clear guidelines on making these records available to parents, stakeholders and past pupils (over 18);
- To stipulate the length of time records and reports will be retained and the manner in which they will be retained.

The Eight Rules of Data Protection

1. Obtain and process information fairly.
2. Keep it only for one or more specified, explicit and lawful purposes.
3. Use and disclose it only in ways compatible with these purposes.
4. Keep it safe and secure.
5. Keep it accurate, complete and up to date.
6. Ensure that it is adequate, relevant and not excessive.
7. Retain the information for no longer than is necessary.
8. Give a copy of his/her personal data to that individual on request

Scope

Data: What is meant by data is information collected in a form that can be processed. For the purposes of this policy, it includes automated data (information on computer or information recorded with the intention of putting it on a computer) and manual data (information that is kept as part of a relevant filing system or with the intention that it should form part of a filing system).

Relevant Filing System: This refers to any set of information that, while not computerised, is structured by reference to pupils, staff or partners with whom the school has business, so that specific information relating to a particular individual is readily accessible.

Personal Data: This refers to data belonging to an individual who is identifiable by this data or from any other personal data that is in possession of the Data Protection Officer.

Data Protection Officer: A data Protection Officer is the individual or staff which controls the contents and use of personal data. The school Board of Management can be considered the data controller protection officer, with the principal acting on behalf of the Board of Management in exercising the functions involved.

Guidelines

The Principal assumes the function of data Protection Officer controller and supervises the application of the Data Protection legislation within the school. The data under the control of the Principal comes under the following headings.

(i) **Personal Data:**

This data relates to personal details of pupils such as name, address, date of birth, gender, nationality, medical details, dietary information, PPSN, contact details and parents' names. Parents/Guardians reserve the right not to disclose details related to ethnic origin/ background or religious beliefs.

These records are retained in both manual form in a locked press in the classroom and in electronic form on the school database which is currently Aladdin.

(ii) **Pupil Records:**

CT = Class Teacher; LSC = Learning Support Co-ordinator; LST = Learning Support Teacher; PO= Principal's Office; S = Secretary; AL = Aladdin; SR = Staffroom; RT = Resource Teacher

Person Pupil records may contain:

- Personal data of the student as outlined above (S, (CT) (AL)
- Medical sensitive data (S) (AL)
- School report cards (CT) (AL)
- Psychological/Clinical/Occupational Therapy/Speech and Language Assessments (LSC) (P.O) (C.T)
- Standardized Test Results (CT) (AL)
- Attendance Records (AL) (CT)
- Screening Test such as Middle Infant Test (MIST) and National Reading Intelligence Test (NRIT) (LST) (CT) (AL)
- Teacher – designed tests. Each class teacher designs his/her own test template (CT) • Diagnostic Tests Reports (CT)
- Individual Education Plans (LST) (CT)
- Learning Support/Resource Data such as records of permission/refusal to access Learning Support (LS)/ Resource Teaching (RT) services in the school (RT) (P.O)
- Portfolios of student work (CT)

- Relevant family information such as Court Orders re custody etc. (P.O -DLP)
- Details of behavioral incidents or accidents. (P.O - AL) Yard Books detailing incidents- (S)
- Psychological/Clinical/Occupational Therapy/Speech & Language Assessments are held in a locked cabinet in the Learning Support Co-ordinator's office, Resource Teacher's office as well as the Principal's office.
- Photographs/School Tours/use of internet at school - parents/guardians sign a consent form when a child becomes enrolled in the school allowing their child access. (PO-S)
- Records of referrals made to TUSLA regarding any child or records on advice sought from TUSLA are kept by the DLP. Codes are used rather than names in these records and they are kept under lock and key (PO)
- Pupil records are held by each class teacher in a locked cabinet. A computerized school database is also used.

All information and all pupil records are shared with class teachers in the interest of the pupils. Such details are made available on Aladdin to the class teacher and to the SEN team- with the exception of Child Safeguarding Referrals.

(iii) **Staff Data:**

This data relates to personal and professional details of the Staff such as name, address, date of birth, contact details, payroll number, attendance records, qualifications, school records, 10 sick leave, Teaching Council Certificates, Vetting Certificates, Continuous Professional Development, curriculum vitae, school returns, classes taught, seniority and supervision payments.

Staff records are held in a locked cabinet in the secretary or the principal's office. The Chairperson and the Principal have access to these records.

(iv) **Administrative Data:** This data includes data such as:

- Accident Report Book
- Administration of Medicines Indemnity Form
- Policies
- Health Service Executive files
- Accounts
- Attendance Reports, Roll Book, Registers These records are retained in both manual form in Oifig an Rúnaí, oifig an Phríomhoide and in electronic form on the school database which is currently Aladdin.

(v) **Board of Management files:** Board of Management files which may routinely include:

- The names and contact details of each member of the Board

- details of appointments to the Board;
- School accounts, grant payments, school subscription payments etc.
- Minutes of Board meetings
- Correspondence to the board which may include references to individuals These records are retained in the Principal's office in manual form. Some of these data are stored in electronic form on the principal's computer.

(vi) **Garda Vetting Policy**

As a part of our Garda Vetting Policy, parents who wish to volunteer their services to the school that may involve direct contact with school children must be vetted through the school . The principal has access to these records and they are stored in the principal's office.

Access to Records

The following will have access where relevant and appropriate to the data listed above;

- Parents/guardians
- Past pupils over 18
- Health Service Executive
- Designated school personnel (as specified above)
- Department of Education & Skills 12
- First and second-level schools (where relevant).

Parental authorization consent must be given in the event of data being transferred to outside agencies such as health professionals etc. Parents/Guardians must give such consent either by email or in writing.

Outside agencies requesting access to records must do so in writing giving seven days notice. The right to erasure or rectification of inaccurate information is available to change any mistakes or inaccuracies by request in writing to the data protection officer. This is done with the proper authorization through the same procedures.

The Annual School Report Form: A standardized school report form is used which is issued in June of each year.

Storage :

(i)All pupil records are stored in the school for 8 years after the pupil has left the school until the past pupil reaches the age of 25. These records are retained in a code which is locked in the store room and also in electronic format on the school database which is password protected. Other documents/ reports are stored indefinitely stored in secure storage on the school premises (see

Appendix 1). a locked room Access to in filing boxes and retained on the school database. Computerized records, systems are password protected.

(ii) All staff data is stored as per Appendix 1d indefinitely .within the school and/or in line with departmental guidelines.

(iii) All other data is stored in line with departmental guidelines;

(iv) A pupil profile and selection of records are held by each teacher in his/her individual classroom and passed on to the next teacher as the child moves to the next class.

(v) All completed school roll books are stored similarly and also electronically.

(vi) All waste paper /printouts are shredded/disposed of before disposal;

(vii) Access to these stored files is restricted to authorized personnel only.

NB: Please refer to Appendix 1 for more detailed information re:

Recommendations regarding Safe storage and retention periods for different information.

Electronic Data Storage. The school's database will be hosted off the premises by a contracted third-party (currently Aladdin). A limited set of electronic records will be held in the school. The storage appliances for these records will be secured in the building and the storage media encrypted. Backups will be made to an off-site (cloud-based) provider. These backups will be encrypted in transit (over the internet to the provider) and at rest (stored on the provider's appliances).

Staff Training. A staff training session on Data Protection policies and procedures will be delivered in term 1 of every academic year.

Data Breach Any breach of the school's data protection policies and procedures will result in an investigation by the Board of Management. If the breach results in the loss or leakage of personal data it will be reported to the Office of the Data Protection Commissioner within 72 hours, even if the investigation is not yet complete. Breaches that are likely to bring harm to an individual – such as identity theft or breach of confidentiality – will also be notified directly to the individuals concerned.

Closed Circuit Television

- A CCTV system operates on the school grounds in order to enhance the security of the premises.
- The recognizable images recorded by CCTV constitute 'personal data' and therefore come under the Data Protection Acts 1988 and 2003.
- The Board of Management of Scoil Uí Dhálaigh have authorized the use of CCTV in order to protect the school grounds, the school buildings and its contents Line from vandalism and theft. The system also acts as a measure to enhance the personal security of all authorized persons entering the school grounds.

- Accordingly images recorded by the CCTV system shall be retained for one month except where an issue arises in relation to a particular image in which case the image shall be retained until the issue has been investigated or resolved.

Consent for Photographs

On enrolment, written consent from parents for pupils to appear in photographs taken at school events with the possibility they may appear on social media is sought. The consent may be withdrawn at any time by notifying the Board of Management in writing.

CAIRDE Parents' Association

The Parents' Association (CAIRDE) equally have data protection requirements to meet under the guidance of the National Parents Council (NPC). The Parents' Association organise class lists regarding phone numbers for parents at Junior Infant level to be shared when children begin school. These groups are optional for parents.

Success Criteria

- Compliance with Data Protection Act and Statute of Limitations Act
- Easy access to records
- Framework in place for ease of compilation and reporting
- Manageable storage of records.

Roles and Responsibilities

The school staff, under the direction of the Principal will implement and monitor this policy. Individual teachers will design, administer and record all in-class testing. The Principal will ensure records are maintained and stored, particularly the records of students transferring to another school.

Review. This policy will be reviewed every second year or earlier if the need arises.

Ratification and Communication. This policy was updated to reflect new GDPR regulations changes on May 23rd 2018. policy was implemented in January 2016. A copy of this policy will be made available to each member of staff and each parent through the school website.

Sínithe: _____ Ciarán Ó Raghallaigh (Príomhoide)

Sínithe _____ Natasha Ní Phreastúin (Cathaoirleach)