

STUART BATHURST CATHOLIC HIGH SCHOOL



Data Protection Impact Assessment (InVentry)

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Stuart Bathurst Catholic High School operates a visitor management system called InVentry. As such Stuart Bathurst Catholic High School must consider the privacy implications of such a system. The Data Protection Impact Assessment is a systematic process for identifying and addressing privacy issues and considers the future consequences for privacy of a current or proposed action.

Stuart Bathurst Catholic High School recognises that moving to an electronic sign in solution has a number of implications. Stuart Bathurst Catholic High School recognises the need to have a good overview of its data information flow.

The Data Protection Impact Assessment looks at the wider context of privacy taking into account Data Protection Law and the Human Rights Act. It considers the need for a visitor management system and the impact it may have on individual privacy.

Stuart Bathurst Catholic High School needs to know how and where information is stored. The school will need to be satisfied that as data controller InVentry has taken appropriate security measures in terms of processing personal data, and that the rights of the data subject under UK GDPR is satisfied by the application.

Stuart Bathurst Catholic High School aims to undertake a review of this Data Protection Impact Assessment on an annual basis.

What is the aim of the project?

To record pupil, staff and visitor movements in and out of the school during the day and to ensure that this is done in an effective and efficient way whilst taking into consideration Data Protection Law.

Stuart Bathurst Catholic High School will undertake the following processes:

- Collecting personal data
- Recording and organizing personal data
- Storing personal data
- Copying personal data
- Retrieving personal data
- Deleting personal data

By opting for InVentry the school aims to achieve the following:

- Management of pupil, staff, and visitor information in one place
- Efficiency in speeding up the signing in process
- Security of information
- Production of bespoke identity badges
- Storage of information electronically
- Good working practice, ability to know who is on site
- Meeting health and safety, and safeguarding risks

The school currently uses a manual system to log movements of pupils, staff, visitors in and out of the school. The school recognizes that having a manual record has the potential for third party access to personal data and by purchasing an electronic system this goes some way to mitigate against this risk.

InVentry draws on pupil and workforce data as a read and write system, i.e. recognition by name, data of birth, class, etc stored on the school's Management Information System.

Information is stored directly in the visitor management system and is stored locally. InVentry cannot do anything with the school's data.

The schools Privacy Notice has been updated accordingly. InVentry is also noted as an information asset in the Stuart Bathurst Catholic High School Information Asset Register.

The Privacy Notices (Pupil, Workforce and Governor) for the school provides the legitimate basis of why the school collects data. Specifically, this relates to health and safety and the safeguarding of vulnerable groups.

How will you collect, use, store and delete data?

InVentry collects information when pupils, the school's workforce, visitors, volunteers, and Governing Board members sign into and out of the system. The information is retained according to the school's Data Retention Policy.

InVentry states there may be some occasions where all or some of the information from the school's InVentry system would be processed by InVentry Ltd, all of which involves processing data whilst not on the school's site or within the school's network. Information is uploaded to the InVentry Anywhere cloud server which is housed in the UK using SSL/https.

What is the source of the data?

In terms of visitor information this is collected via an online registration process where data is collected on the name of the individual, who they are visiting, the organization they represent, and car registration details. A photograph is taken of the individual during the signing in process. This photograph is then produced in paper format and given to the visitor.

Pupil information is obtained on a read and write basis drawn from information held on the school's Management Information System. Staff information work on similar principles.

Will you be sharing data with anyone?

Stuart Bathurst Catholic High School will not be sharing this information with anyone else. However, in the event of an incident on school premises, the information may be shared with Senior Leadership Team and the relevant authorities for investigation and enforcement purposes.

InVentry has an electronic Privacy Notice which is readable when visitors register. It advises what information is taken as part of the registration process, the lawful basis for processing the information, and the data retention period applied.

What types of processing identified as likely high risk are involved?

All information is held locally and is not transferred from the school to the cloud. The data is held securely within InVentry with administrator access restricted by password.

What is the nature of the data?

Pupil data relates to the name of the child, date of birth, and class (read and write). If the child goes off site the parent will record the reason why electronically on InVentry. This will also be recorded as time of entry and exit.

Workforce data relates to name of staff and time of entry and exit. The data is obtained from the school's management information system.

Contractor, Visitor and Volunteer data would capture the name of the person, company, car vehicle registration, the person they are visiting, photograph and time of entry and exit

Governing Body member data relates to name, car registration number, photograph and time of entry and exit.

Special Category data?

Personal data revealing the racial, ethnic origin, and in some cases health by taking photographic images may be stored in InVentry.

How much data is collected and used and how often?

Personal data is collected when pupils, staff, visitors, Governing Body members and volunteers come to the school.

How long will you keep the data for?

The school follows the good practice in terms of data retention as set out in the Records Management Society IRMS Toolkit for schools (Visitor Books and Signing in Sheets suggest Current year + 6 Years then review)

Scope of data obtained?

How many individuals are affected (pupils, workforce, governors, volunteers)? And what is the geographical area covered? Year 1 to Year 6 pupils (number of pupils), workforce (number of workforce), Board of Governors (number of Governors), and Volunteers (number of volunteers), and any other, i.e. contractors, education specialists (the number varies).

The school provides education to its students with staff delivering the National Curriculum

What is the nature of your relationship with the individuals?

Stuart Bathurst Catholic High School collects and processes personal data relating to its pupils, employees, visitors, volunteers, and Governing Body Members to accurately monitor who is in school at any one time.

Through the Privacy Notice (Pupil/Workforce/Governor) Stuart Bathurst Catholic High School is committed to being transparent about how it collects and uses data and to meeting its data protection obligation.

How much control will they have?

Access to the data held on InVentry will be controlled by username and password. The school uses its password policy to ensure these are compliant with information security standards.

Do they include children or other vulnerable groups?

Some of the data will relate to children. This is restricted to their name, date of birth and class.

Are there prior concerns over this type of processing or security flaws?

The information is stored locally and administrator access to InVentry is controlled by password access.

Stuart Bathurst Catholic High School recognises that moving from a manual signing in and out system to one which holds personal data electronically raises a number of General Data Protection Regulations issues as follows:

ISSUE: InVentry will be storing personal data

RISK: There is a risk of unauthorized access to information by third parties

MITIGATING ACTION: The data is housed on the InVentry system within the school's premises and is encrypted at a database level using 256-bit encryption. The school uses an authentication process using a username and password to the system

ISSUE: InVentry as a third-party processor and privacy commitments respecting personal data, i.e. the rights of data subjects

RISK: UK GDPR non-compliance

MITIGATING ACTION: It is advisable that the school tailor any contract to incorporate these privacy commitments. Incorporated within the school's Privacy Notice

ISSUE: Responding to a data breach

RISK: UK GDPR non-compliance

MITIGATING ACTION: The school will recognize the need to define in their contract a breach event and procedures for notifying the school and the school managing it

ISSUE: Subject Access Requests

RISK: The school must be able to retrieve the data in a structured format to provide the information to the data subject

MITIGATING ACTION: The InVentry system has the capability to allow the school to address the rights of the individual. If the school requires assistance for undertaking this type of work the school can contact the InVentry Support Team

From Version 4 InVentry software provides greater local control of the system and requires less assistance from the support desk and has been developed to reflect the changes that have taken place in data protection

ISSUE: The right to be informed; the right of access; the right of rectification; the right to erasure; the right to restrict processing; the right to data portability; the right to object

RISK: The school is unable to exercise the rights of the individual

MITIGATING ACTION: InVentry can provide the technical capability to ensure the school can comply with such requests

ISSUE: Data Ownership

RISK: UK GDPR non-compliance

MITIGATING ACTION: The school maintains ownership of the data. In terms of disclosure InVentry will not release the information to any third party unless the request is subject to legal obligation without obtaining the express written authority of the school who provided the information (please see [InVentry Privacy Notice](#))

ISSUE: Lawful basis for processing personal data

RISK: UK GDPR non-compliance

MITIGATING ACTION: School has included InVentry in its Privacy Notice (Pupil), (Workforce), and (Governors and Volunteers). E.g. lawful basis for processing includes 537A of the Education Act 1996 (schools must maintain attendance records), The Regulatory Reform (Fire Safety) Order 2005 England & Wales (requires an emergency evacuation plan and ensure all those on site are safe and accounted for). The school has a Privacy Statement on InVentry to inform users what, and why the information is being obtained. This also notes the retention period

ISSUE: Data retention

RISK: UK GDPR non-compliance

MITIGATING ACTION: School can apply appropriate data retention periods in line with the school's data retention policy. Visitor attendance current year + 6 years; Staff attendance current year + 6 years; and pupil attendance date of entry + minimum period of 3 years. With the version of the software being run by the school, data can be deleted manually with assistance from the support desk based on a requests as well as any relationship that may exist between the system and the school's Management Information System, relating to staff. For assistance in undertaking this, please contact the support desk

ISSUE: UK GDPR Training

RISK: UK GDPR non-compliance

MITIGATING ACTION: Appropriate training is undertaken by personnel that have access to InVentry

ISSUE: Security of Privacy

RISK: UK GDPR non-compliance

MITIGATING ACTION: InVentry is registered with the ICO (<https://ico.org.uk/ESDWebPages/Entry/Z312861X>). InVentry is Cyber Essentials Accredited by Crest - Certificate no.: 9002970002587254

The school moving to a cloud-based solution will realise the following benefits:

- Management of pupil, staff, and visitor information in one place
- Efficiency in speeding up the signing in process
- Security of information
- Production of bespoke identity badges
- Storage of information electronically
- Good working practice, ability to know who is on site
- Meeting health and safety, and safeguarding risks

The views of senior leadership team and the Board of Governors will be obtained. Once reviewed the views of stakeholders will be taken into account

The view of YourIG has also been engaged to ensure Data Protection Law compliance

The lawful basis for processing personal data is contained in the school's Privacy Notice (Pupil and Workforce). The lawful basis includes the following:

- Health and Safety at Work Act
- Keeping Children Safe in Education
- Safeguarding Vulnerable Groups Act
- Working together to Safeguard Children Guidelines (DfE)

The school has a Subject Access Request procedure in place to ensure compliance with Data Protection Law.

InVentry will enable the school to uphold the rights of the data subject? The right to be informed; the right of access; the right of rectification; the right to erasure; the right to restrict processing; the right to data portability; the right to object; and the right not to be subject to automated decision-making?

The school will continue to be compliant with its Data Protection Policy

Describe source of risk and nature of potential impact on individuals. Include associated compliance and corporate risks as necessary.	Likelihood of harm	Severity of harm	Overall risk
	Remote, possible or probable	Minimal, significant or severe	Low, medium or high
Asset protection and resilience	Possible	Significant	Medium
Storing of personal data	Possible	Significant	Medium
Data Breaches	Possible	Significant	Medium
Subject Access Request	Probable	Significant	Medium
Upholding rights of data subject	Probable	Significant	Medium
Data Retention	Probable	Significant	Medium

Identify additional measures you could take to reduce or eliminate risks identified as medium or high risk in step 5				
Risk	Options to reduce or eliminate risk	Effect on risk	Residual risk	Measure approved
Asset protection & resilience	Service Level Agreement in place	Eliminated reduced accepted Reduced	Low medium high Medium	Yes/no Yes
Storing of personal data	Use of an authentication process, e.g. using a username and password system	Reduced	Low	Yes
Data Breaches	Documented in contract and owned by school	Reduced	Low	Yes
Subject Access Request	Technical capability to satisfy data subject access request	Reduced	Low	Yes
Upholding rights of data subject	Technical capability to satisfy rights of data subject	Reduced	Low	Yes
Data Retention	Implementing school data retention periods as outlined in the IRMS Information Management Toolkit for Schools (Visitor Books and Signing in Sheets suggest Current year + 6 Years then review)	Reduced	Low	Yes

Item	Name/date	Notes
Measures approved by:	Richard May	Integrate actions back into project plan, with date and responsibility for completion
Residual risks approved by:	Richard May	If accepting any residual high risk, consult the ICO before going ahead
DPO advice provided:	Yes	DPO should advise on compliance, step 6 measures and whether processing can proceed
<p>Summary of DPO advice:</p> <p>Does InVentry provide the technical capability to ensure the school can comply with rights of access and subject access requests (<i>i.e. rights to request access, rectification, erasure or to object to processing?</i>)</p> <p>Does the functionality exist to enable the school to apply appropriate data retention periods? (<i>i.e. the period for which personal data will be stored</i>)</p> <p>What certification does InVentry have?, (<i>e.g. ISO 27001 certified, registered with ICO, etc</i>)</p>		
<p>DPO advice accepted or overruled by:</p> <p>If overruled, you must explain your reasons</p>		
<p>Consultation responses reviewed by:</p> <p>If your decision departs from individuals' views, you must explain your reasons</p>		
<p>Comments: [Comments provided]</p>		
This DPIA will kept under review by:	Alicia Mortimer	The DPO should also review ongoing compliance with DPIA