

General Data Protection Regulation

Hebden Lodge Nursery



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 individual's data is not processed without their knowledge and are only processed with their 'explicit' consent. GDPR covers personal data relating to individuals. Hebden Lodge Nursery Limited 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.

GDPR includes 7 rights for individuals:

1. The right to be informed:

Hebden Lodge Nursery Limited 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 Southampton 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 nursery. We need to know visitors' names, telephone numbers, addresses and where appropriate company name. This is in respect of our Health and Safety and Safeguarding Policies.

As an employer, Hebden Lodge Nursery Limited 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 for the processing of DBS checks.

Hebden Lodge Nursery Limited uses Cookies on its website to collect data for Google Analytics. This data is anonymous.

2. The right of access:

At any point an individual can make a request relating to their data and Hebden Lodge Nursery Limited will need to provide a response (within 1 month). Hebden Lodge Nursery Limited 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 Hebden Lodge Nursery Limited has a legal duty to keep children's and parents details for a reasonable time. Hebden Lodge Nursery Limited retain these records for 3 years after leaving nursery, 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 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 Hebden Lodge Nursery Limited 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:

Hebden Lodge Nursery Limited requires data to be transferred from one IT system to another, such as to the Local Authority, to shared settings and to Tapestry's Online Learning Journal. 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. Hebden Lodge Nursery Limited 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 cupboard in the office of Hebden Lodge Nursery Limited. Members of staff can have access to these files, but information taken from the files about individual children is confidential. These records remain on site at all times. 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.

Hebden Lodge Nursery Limited 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 and in paper format. This information is kept in a locked cupboard in the office and are shredded after the retention period.

Upon a child leaving Hebden Lodge Nursery Limited and moving on to school or moving settings, data held on the child may be shared with the receiving school.

Hebden Lodge Nursery Limited stores personal data held visually in photographs or video clips or as sound recordings, unless written consent has been obtained. No names are stored with images in photo albums, displays, on the website or on Hebden Lodge Nursery Limited's social media sites.

Access to all Office computers and Tapestry Online Learning Journal is password protected. When a member of staff leaves the company, these passwords are changed in line with this policy and our Safeguarding policy, as well as their profile being removed from Tapestry. Any portable data storage used to store personal data, such as the nursery iPads, are password protected and stored in a locked cupboard in the office.

GDPR means that Hebden Lodge Nursery Limited 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.

The people responsible for maintaining GDPR are owner, Joanne Evans and manager, Emily Wright.