

# **How We Use Your Information Privacy Notice for Students**

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**Whitgift School**

October 2024

## Student Privacy Notice - Key Information

We'd like to let you know how and why we collect information about you and what we do with it. This information is called "personal data". The School uses all sorts of personal data. We use your personal data to:

- Teach you and other students;
- Make sure that you and others are behaving properly;
- Look after you and other people e.g. your friends;
- Make sure that we comply with the law, and to protect and take care of the School; and
- Advertise the School and tell people about the School and what we do here e.g. we may use photos of you in our prospectus, on our website or on social media.

Here are some examples of how we use your personal data and where that personal data comes from.

- Admissions forms give us lots of personal data. We get information from you, your parents, your teachers and other students. Your old school also gives us information about you.
- Sometimes we get personal data from your doctors and others where we need this to look after you.
- We may need to report some of your personal data to the government (e.g. the Department for Education). We will need to tell the local authority that you attend the School, if you leave the School or if we have concerns about you.
- We tell your parents or education guardian about how well you are doing at School. We will also tell them about your behaviour where we think this is the right thing to do.
- We may use photos or videos of you to show what the School is like and to advertise the School. These photos and videos may be put on the School's website, on our social media or in our prospectus. We may continue to use these photos and videos after you have left the School. Sometimes we use photos and videos for teaching purposes, for example, to record a drama lesson.
- We publish our public exam results, sports fixtures and other news on the website. We also put articles and photos in the local news to tell people about what we have been doing.
- We use CCTV to make sure the School site is safe and sometimes to investigate incidents (e.g. where students have been misbehaving or someone has been hurt). CCTV is not used in private areas such as changing rooms or toilets. More information can be found in our CCTV Policy.
- We will send you information to keep you up to date with what is happening at the School. For example, by sending you information about events and activities taking place (including fundraising events) and the School newsletter.
- We may keep you updated about what is happening at the School after you have left, including telling you about events and activities and to find out how you are getting on. We may also pass your details onto the Whitgift for All charity. Further information on the charity can be found here [Support Us - Whitgift for All - Whitgift School](#)
- We have a way to see what you are doing when you use School computers or the internet and we can also block websites and content that are not good for you. This helps to keep you and others safe. The following longer version of this document goes into more detail.

You have some important rights in your personal data. You can ask us to:

- correct your personal data if you think there is a mistake or if something is missing, for example, if we have the wrong address for you;
- give you a copy of your personal data;
- delete your personal data;
- share your personal data with someone else;
- limit how we use your personal data, for example, whilst we check whether there is a mistake in your personal data; and
- object to how we use your personal data.

These rights don't apply in all cases. You can find more detail in the following full privacy notice and your Form Tutor can give you more information.

### **Further information**

We have a longer document that goes into more detail about how we use your personal data on the School's website and following this document. It can be found here [Privacy Notice - Whitgift School](#). You can also get a copy by asking your parents to contact the School or by speaking to your Form Tutor.

The longer document includes additional points, such as more information on why we use your personal data and who we share it with.

If you have any questions about how we use your personal data, or if there is anything that you are worried about, please speak to your Form Tutor. Alternatively, speak to your parents who will talk to us on your behalf.

## Student Privacy Notice

### Introduction

This privacy notice is for prospective, current and past students.

Whitgift School is a member of the John Whitgift Foundation, a registered charity (number 312612), with Head Office at North End, Croydon, CR9 1SS. The John Whitgift Foundation is the controller of your personal data. The Foundation encompasses the trading entity J W Educational Ltd, Company Number 03470213, with the same registered address.

The John Whitgift Foundation is registered with the UK Information Commissioner's Office as a Data Controller through the payment of the Data Protection Fee. It is committed to complying with all aspects of data protection and its responsibilities under both the General Data Protection Regulation (EU 2016/679) and the UK Data Protection Act 2018. The John Whitgift Foundation can be contacted at [enquiries@johnwhitgiftfoundation.org](mailto:enquiries@johnwhitgiftfoundation.org) or by telephone on 020 8680 8499.

This Privacy Notice relates specifically to Whitgift School, Haling Park, South Croydon, CR2 6YT and to the students of Whitgift School. As a part of the John Whitgift Foundation data may be held by either or both of the School and the John Whitgift Foundation.

### What this Privacy Notice is for

This document helps you to understand **how** and **why** we collect your personal data and **what** we do with it. It also explains the decisions that you can make about your personal data. The Data Protection Compliance Officer is the person responsible at our school for managing how we look after personal data. If you have any questions about this notice please contact your Form Tutor or the Data Protection Compliance Officer at [js@whitgift.co.uk](mailto:js@whitgift.co.uk) or by post at the School address. You can also speak to your parents who will talk to us on your behalf.

Please note this privacy notice does not, and is not intended to, give you any rights which you did not already have. For example, it does not give you any additional contractual rights. This information is provided because data protection law gives individuals rights to understand how their personal data is used. Students are encouraged to read this Privacy Notice and understand the School's obligations to its entire community.

### What is "personal data"?

Personal data is information about you. It includes your name, date of birth and address as well as things like exam results, medical details, information about how well you behave. CCTV images, photos and video recordings of you are also your personal data.

### Types of personal data processed by the School

This will include by way of example:

- names, addresses, telephone numbers, email addresses and other contact details
- where appropriate, information about individuals' health, welfare or safeguarding
- correspondence with students
- images of students at School events or captured on CCTV

## Where we get your personal data from and who we share it with

We get your personal data from lots of different places such as your teachers, parents, your old schools and any future school, other students and their parents. We might also get information from the government, like the local authority. They might give us information that we need to look after you.

Sometimes, we will also share information with these people and organisations, for example, we will tell your parents about how well you are doing at school.

Personal data will be stored and protected securely and only accessed on a 'need to know' basis. Particularly strict rules apply in the context of medical records, SEND, pastoral and safeguarding files. Only that information necessary to ensure the appropriate care and education of our students will be shared more widely with staff.

Below, we give lots of examples of where we get your personal data from, and who we share it with.

## Why we use your personal data and our lawful bases for doing so

The School uses your personal data to:

1. Teach and educate you and other students.
2. Make sure that you and others are behaving properly.
3. Look after you and other people e.g. your friends.
4. Make sure that we comply with the law, our other obligations, and to look after the School.
5. To tell people about the School and what we do e.g. we may use photos of you to advertise the School including on our website or on social media.

We can only use your personal data if we have a good reason. These are as follows:

- **Legitimate interests:** This means that the School is using your personal data where this is necessary for the School's legitimate interests or someone else's legitimate interests. We use legitimate interests for all of the five purposes above.
- **Public task:** This is where we use your personal data to help the School do its job as a school, for example, to teach and look after you. This applies to purposes 1, 2, 3 and 4 above.
- **Legal obligation:** Sometimes we have to use your personal data because the law says we have to. For example, to tell the Government if we were worried about you. This applies to purpose 3, and in some cases, purpose 4, in the list above.
- **Vital interests (emergencies):** Although this won't happen very often, we may need to use your personal data to protect you or someone else in an emergency.

The section below contains more information about our purposes for using your personal data and the lawful bases.

## Our purposes and lawful bases in more detail

Here we give you examples of how and why the School uses your personal data, where we get it from, and who it is shared with. It does not contain anything different to what we have said above, but goes into more detail.

We use colours to help you see which lawful bases we are using. **LI** means legitimate interests, **PI** means public task, **LO** means lawful obligation and **EM** means an emergency. So **(LI, PI)** means that we are using both legitimate interests and public task for that purpose.

#### Admissions and when you start at school

- 1 We use your personal data before you start at our school, for example, when making sure that any reasonable adjustments/suitable arrangements are made for you when you visit, marking your entrance exams and learning more about you from your parents before you join the School **(LI, PI)**.
- 2 The admissions forms which your parents complete give us lots of personal data about you, such as, your name, contact details, any disabilities, any particular difficulties you have with work, hobbies and interests, medical information (such as information about an allergy) and your family circumstances **(LI, PI)**.
- 3 We may let your old school know if you have been offered a place with us. This will help your old school to see what happens to their pupils when they leave, which will help them improve for the future. **(LI)**.
- 4 Your old school(s) also give us information about how well you did and any difficulties you had so that we can teach and take care of you **(LI, PI)**.

#### During your time at school

- 5 We get information from you, your parents, your teachers and other students.
- 6 We will share information about you with teachers and other people at the School, for example:
  - 6.1 We may need to tell some of your teachers if you have a health issue and use your medical information to look after you **(LI, PI)**.
  - 6.2 We will need to tell your teachers if you have special educational needs or need extra help with some things **(LI, PI)**.
  - 6.3 We will need to share information about you (e.g. about your health and wellbeing) with the School doctor and/or counsellor **(LI, PI, EM)**.
  - 6.4 We will share information about your allergies so that we can look after you **(LI, PI, EM)**.
  - 6.5 If we have information that you have a disability we will use the information to make adjustments and to support you. **(LI, PI)**.
- 7 Where appropriate, the School will have information about your religious beliefs or other beliefs and practices. For example, if you do not eat certain foods **(LI, PI)**.
- 8 We will also hold information such as your religion or ethnic group for the purposes of supporting you through particular religious festivals and providing you with tailored religious or ethnic information (such as details of support groups). We may also have to provide anonymised ethnicity information to the government **(LI, LO, PI)**.
- 9 We will use information about your gender and sex to provide support and to help us to meet your needs. **(LI, LO, PI)**.

### Monitoring and keeping you and others safe

- 10 We use personal data to make sure the School site and buildings are safe, for example, we keep a record of who is on the School site at any given time (LI, PI).
- 11 We record your attendance and if you have time away from the School we record the reason(s) why (LI, PI).
- 12 We use CCTV to make sure the School site is safe. We may also use CCTV to help with complaints and any incidents which take place on our site (e.g. where students have been misbehaving or someone has been injured). CCTV is not used in private areas such as changing rooms (LI, PI). For more information about our use of CCTV please see our CCTV Policy.
- 13 Checking your use of School computers: When you use School computers or BYOD on the School network we can see what websites and apps you have visited. We can also see what is being said in documents, in emails and in other messages that you have sent or received. This helps us make sure you are safe and not looking at anything that could be harmful or upsetting. These checks are done by teachers and other staff at the School and we also use software that does these checks automatically.
- 14 We also have special filters that block websites and content that are not good for you. This means some websites won't open at School because we want to protect you from seeing things that are not safe or appropriate.
- 15 If you would like more information about paragraphs 13 and 14, you can read the Student Acceptable Use Policy, IT Monitoring Policy and Online Safety Policy here [Staff Area - A - Pastoral - All Items](#) or speak to your Form Tutor (LI, PI).
- 16 We must make sure that our computer systems are working well and are secure. This may involve information about you, for example, our anti-virus software might scan files containing information about you (LI).

### Sharing information about you

- 17 We share personal data with doctors, nurses and other experts, for example, if we need to do this to look after you or in relation to student immunisations (LI, PI).
- 18 We will need to share some information about you with the government (e.g. the Department for Education). We will also need to share your personal data with the local authority, for example, to tell them that you attend the School, if you leave the School or let them know if we are worried about you. The local authority may also share information with us for these reasons (LI, LO, PI).
- 19 We may need to share information about you with regulators, who are responsible for things such as checking that the School is a good school and that it keeps people safe. Here are some examples:
  - 19.1 The Health and Safety Executive if there is a health and safety issue at the School (LI, LO).
  - 19.2 The School is a charity which means that we may need to share your personal data with the Charity Commission which checks how we are behaving as a charity. We may also share your personal data with the Fundraising Regulator if this is relevant to their work (LI, PI, LO).

- 19.3 The School is sometimes inspected to make sure that we are continuing to be a good school. We will have to make your personal data available to the inspectors to help them to carry out their job (LI, PI, LO).
- 20 We might need to know if there are legal matters involving you or your family, including any special rules from the court. For example, if one of your parents has to collect you from school on certain days. This is so that we can look after you and the other students at the School (LI, PI).
- 21 If you are from another country we have to make sure that you have the right to study in the UK. Sometimes the government will ask us to provide information as part of our reporting requirements. In addition to this we have a duty to provide information about you to UK Visas and Immigration who are part of the government (LI, LO, PI).
- 22 Additionally, if you are sponsored by us under a Child Student or Student visa we will have to provide information about you to UK Visas and Immigration to comply with our duties as your sponsor (LI, LO, PI).
- 23 Depending on where you will go when you leave us we will provide your personal data to other schools, colleges and universities, UCAS or potential employers. For example, we will share information about your exam results and provide references. Any references that we provide or receive will be treated as confidential which means that you will not usually be provided with a copy (LI, PI).
- 24 We may pass on information to your next school to help them look after you, for example, information about any concerns we have had about your welfare (LI, LO, PI).
- 25 When you take public examinations (e.g. GCSEs) we will need to share information about you with examination boards. For example, if you require extra time in your exams (LI, PI). We may share your public exam results with your parents (LO, PI).
- 26 We will provide your personal data to the local authority so that they can talk to you about careers and help you find a job. We may also share your personal data with the provider of youth support services (LI, PI).
- 27 If you are 16 years or older, and are a boarder, we might share your personal data with the local authority so that they can register you to vote in elections (LO).
- 28 If someone makes a complaint about the School or a teacher, or if there is a dispute, then we may need to use your personal data to investigate and respond. We might also have to share your personal data with the government and regulators if they become involved, for example, if they need to decide if the teacher should be able to teach anymore (LI, PI, LO).
- 29 If you need extra help, then you may have an Education, Health and Care Plan (EHCP).
- 30 The School may share the EHCP with the local authority to support you. (LI, PI, LO).
- 31 We will share your personal data with the John Whitgift Foundation. For example, how well you have behaved and your test results (LI, PI).
- 32 Sometimes we hire someone from outside of the School to provide activities. For example, this could be a teacher who does not normally work for the School or it could be a company that provides outdoor activities. We may share your personal data with them, for example, to tell them what sports you are good at (LI, PI).



- 33 We will share your personal data with the governors of the School if it concerns something they should know about or the information will enable them to fulfil their role as a governor. For example, this will apply if you have done something really well or if there is a problem at the School they need to know about (LI, PI).
- 34 We may need to share information about you with the police (and with others who do a similar job to the police), if something has gone wrong or to help with an enquiry. For example, if one of your classmates is injured at School or if there is a burglary, or if you or someone else have misbehaved in a serious way (LI, LO, PI).
- 35 We use consultants, experts and other advisors to assist the School in fulfilling its obligations and to help run the School properly. We will share your personal data with them if this is relevant to their work (LI, PI).
- 36 We may share some information with our insurers if there has been an incident or to make sure that we have the insurance that we need (LI, PI).
- 37 If the School is dealing with a request for information, query, or complaint, we may need to share your personal data with the other people involved, such as, other students and their parents (LI, PI).
- 38 Parents based outside of the UK will sometimes choose someone to help them during the admissions process (this person is usually called an overseas agent). If this applies to you, your parents may give the overseas agent information to pass on to the School. The School will sometimes share information with the overseas agent, for example, we may send them the letter telling your parents that we are offering you a place so that they can give this to your parents (LI).
- 39 We will share information about how well you are doing (e.g. progress in lessons) and (where fair) information about your behaviour with your parents or education guardian so they can support your schooling (LI, PI).
- 40 If you have behaved badly in relation to one of your classmates (e.g. we suspect bullying) then we might share information with that student's parents (e.g. what sanction you have been given) (LI, PI).
- 41 If we ever decide to change how we are run, then we may share your personal data with the others involved. For example, if we decide that another charity will run the School, then we will share your personal data with the charity (LI).
- 42 We use others to handle personal data on our behalf for the following purposes:
- 42.1 IT consultants who help run the School's computer systems. For example, they might need to access a file containing personal data when investigating a fault or checking the security of our IT network;
  - 42.2 caterers may have information about any food allergies or intolerances that you have;
  - 42.3 we use software, apps and websites to help us with teaching and the overall educational experience, and to help us provide pastoral support to you and your classmates. For example, we use an app which allows you to access homework which has been set by your teachers; and

- 42.4 we use third party "cloud computing" services to store some information rather than the information being stored on hard drives on the School site.
- 43 The use of service providers is always subject to contractual assurances that personal data will be kept securely and only in accordance with the School's specific directions.
- 44 We may share your personal data with anyone who works with the third parties mentioned above. For example, if one of your parents asks us to give some documents to their lawyer.
- 45 Anyone that we share information with may give us information about you as well.

#### Photos, videos and promoting the School

- 46 You might have seen that the School often publishes photos and videos of our students. We might put these photos and videos on our website, on our social media pages and in our advertising, e.g. our prospectus. We do this to show people (such as students thinking of coming to our School) what we do here and to advertise the School (LI).
- 47 We may continue to use these photos and videos after you have left the School (LI).
- 48 If we would like to use a photo or video in a more unusual or high profile way (e.g. on a banner or billboard) we will speak to you about this first.
- 49 Sometimes we use photos and videos for teaching purposes, for example, to record a drama lesson (LI, PI).
- 50 If you have concerns about us using photos or videos of you please speak to your Form Tutor.
- 51 We may use your personal data to help make the School better. For example, after you have left the School we might send you information about how you can donate to Whitgift for All (LI). In particular, we carry out targeted fundraising activity to ensure that when we contact you we will do so with the most appropriate communication, which is relevant and timely. In doing so, we may use profiling techniques or use third party wealth screening companies and insight companies to provide us with general information about you. Such information is compiled using publicly available data about you or information that you have already provided to us. You will be given the opportunity to opt out of any current and/or future communication of this nature. For more information, please contact our Development Office.
- 52 We publish our public exam results, sports fixtures and other news on the website and put articles and photos in the local news to tell people about what we have been doing (LI).
- 53 We will keep you updated about what is happening at the School after you have left. This includes to tell you about events and activities and to find out how you are getting on. (LI).

We also keep some information forever for archiving purposes and for historical research purposes. For example, we keep some old photos so that we have a record of what the School was like in the past as this helps get people interested in the School's history. Information held in our archive may be made publicly available, but this would only be done in compliance with data protection laws. (LI, PI).

If you have any questions about any of the above, please speak to the Data Protection Compliance Officer.

### **Consent**

We may sometimes ask for your consent to use your personal data. For example, we may ask for your consent to email you about a fundraising event.

If you give us your consent to use your personal data then you can change your mind at any time. Please speak to your Form Tutor if you would like to withdraw any consent that you have given.

### **Sending information to other countries**

When the School sends personal data outside of the UK, we have to consider whether your personal data will be kept safe. Some countries are considered by the UK Government to have adequate rules and this includes all of the European Union and some other countries, such as, New Zealand, Norway, Switzerland and Argentina.

The School sends your personal data to countries with adequate rules when we:

- go on a trip to France, for example, and share your personal data with activity providers and the hotel; and
- store your personal data in cloud computer storage with servers in the EU.

In certain circumstances, we may send your personal data to countries which do not have the same level of protection for personal data as there is in the UK. For example, we may:

- share your personal data with activity providers in countries we are visiting on School trips outside of the EU.

In these cases, the School will ensure that appropriate contractual clauses are in place in order to provide the same level of protection as if the data were held in a country directly under the remit of the GDPR. This will not apply when communicating directly with parents.

We will provide you with additional details about where we are sending your personal data, whether the country has an adequacy finding and if not the safeguards which we have in place outside of this privacy notice.

If you have any questions about the safeguards that are in place please contact the Data Protection Compliance Officer.

### **For how long do we keep your personal data?**

We keep your personal data for as long as we need to in order to teach and look after you. We will keep a lot of information after you have left the School, for example, so that we can find out what happened if you make a complaint.

Typically, the legal recommendation for how long to keep ordinary student personnel files, including associated parent data, is up to 7 years following departure from the School. However, incident reports and safeguarding files will need to be kept much longer, in accordance with specific legal requirements.

In some cases, we may keep your personal data for a longer time than usual but we would only do so if we had a good reason and only if we are allowed to do so under data protection law. Images of and any references to you in School publications, along with a minimal archival record may be

retained indefinitely in the School's archives. Even if you have requested we no longer keep in touch with you, we will need to keep a record of the fact in order to fulfil your wishes (called a "Suppression record").

Please see the John Whitgift Foundation Data Protection Policy for more detailed information by contacting the Chief Executive at [emilyboynton@johnwhitgiftfoundation.org](mailto:emilyboynton@johnwhitgiftfoundation.org), by telephone on 020 8680 8499 or by post at North End, Croydon, CR9 1SS.

### **What decisions can you make about your personal data?**

You can ask us to:

- correct your personal data if you think there is a mistake or if something is missing, for example, if we have the wrong address for you;
- give you a copy of your personal data and certain other information relating to your personal data. This is known as a subject access request;
- delete your personal data, for example, where we no longer need your personal data;
- share your personal data with someone else;
- limit how we use your personal data, for example, whilst we check whether there is a mistake in your personal data; and
- object to how we use your personal data where:
  - we are using it for direct marketing purposes (e.g. to send you an email about a fundraising opportunity);
  - our lawful basis is either legitimate interests or public task. Please see the section "Why we use your personal data and our lawful bases for doing so" above;
  - if we ever use your personal data for scientific or historical research purposes or statistical purposes.

The Data Protection Compliance Officer can give you more information about your data protection rights. Please note that these rights do not apply in all cases and we will not always have to comply with your request. For example, if we keep a record because we are worried about you then we will often need to keep this even if you ask us to delete it.

### **Whose rights?**

The rights under data protection law belong to the individual to whom the data relates. However, the School will often rely on parental authority or notice for the necessary ways it processes personal data relating to students – for example, under the parent contract, or via a form. Parents and students should be aware that this is not necessarily the same as the School relying on strict consent (see section on Consent above).

Where consent is required, it may in some cases be necessary or appropriate – given the nature of the processing in question, and the student's age and understanding – to seek the student's consent. In such situations parents may not be consulted, depending on the interests of the child, the parents' rights at law or under their contract, and all the circumstances.

In general, the School will assume that students' consent is not required for ordinary disclosure of their personal data to their parents, e.g. for the purposes of keeping parents informed about the

student's activities, progress and behaviour, and in the interests of the student's welfare. That is unless, in the School's opinion, there is a good reason to do otherwise.

However, where a student seeks to raise concerns confidentially with a member of staff and expressly withholds their agreement to their personal data being disclosed to their parents, the School may be under an obligation to maintain confidentiality unless, in the School's opinion, there is a good reason to do otherwise; for example where the School believes disclosure will be in the best interests of the student or other students, or if required by law.

### **Further information and guidance**

The Data Protection Compliance Officer ([js@whitgift.co.uk](mailto:js@whitgift.co.uk)) can answer any questions which you might have.

Like other organisations we need to keep your personal data safe, up to date, only use it for what we said we would, destroy it when we no longer need it and most importantly - treat the information we get fairly.

Please speak to your Form Tutor or another member of staff if:

- you would like to exercise any of your rights listed above; or
- you would like us to update the information we hold about you; or
- you have any concerns about how your personal data is used or shared.

The Data Protection Compliance Officer is in charge of the School's data protection compliance. You can ask your Form Tutor to speak to the Data Protection Compliance Officer or speak to them yourself. Alternatively, you can ask your parents to speak to us on your behalf if you prefer.

If we ask you to tell us something and you do not do so then this may make it more difficult for us to teach and look after you and others.

You have a right to complain to the Information Commissioner's Office ([ico.org.uk](http://ico.org.uk)). The ICO is the data protection regulator which means that they enforce the rules that we have to obey.

If you have any concerns about anything we have done with your personal data, please kindly tell us first so that we have an opportunity to put things right.

### **This notice**

The School may update this Privacy Notice from time to time. Any substantial changes that affect your rights will be provided to you directly as far as is reasonably practicable.

**Last Updated:** 10<sup>th</sup> October 2024