



Hayes School
(Part of the Impact Multi Academy Trust)

Policy Document

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SLT Responsible:	Headteacher

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1. Policy Statement

Hayes School and Impact Multi Academy Trust is committed to protecting the personal data of all its pupils and staff, this includes any biometric data we collect and process.

As a School and Trust we fully adhere to the requirements that any School using or planning to use/install automated biometric recognition systems must make full and proper arrangements for notifying parents and obtaining the consent required under the Duties set out in this Policy. There are no circumstances in which an Academy can lawfully process a pupil's biometric data without having notified each parent of a child and received the necessary consent.

This policy supports our school and trust in ensuring we collect and process biometric data in accordance with relevant legislation and guidance. This ensures that the data and rights of individuals are protected. This policy outlines the procedures the trust follows when collecting and processing biometric data.

2. Biometric information and how it should be used

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Protection of Freedoms Act 2012
- Data Protection Act 2018
- General Data Protection Regulation (GDPR)
- DfE (2022) 'Protection of biometric information of children in schools and colleges'

This policy operates in conjunction with the following Trust policies:

- Data Protection Policy
- Records Management (Retention) Policy

3. Definitions

- **Biometric data:** Personal information about an individual's physical or behavioural characteristics that can be used to identify that person, including their fingerprints, facial shape, retina and iris patterns, and hand measurements.
- **Automated biometric recognition system:** A system which measures an individual's physical or behavioural characteristics by using equipment that operates 'automatically' (i.e. electronically). Information from the individual is automatically compared with biometric information stored in the system to see if there is a match in order to recognise or identify the individual.

For example, this may include biometric recognition systems for:

- Registration
 - The library
 - Purchasing food in the school canteen/restaurant
- **Processing biometric data:** Processing biometric data includes obtaining, recording or holding the data or carrying out any operation on the data including disclosing it, deleting it, organising it or altering it. An automated biometric recognition system processes data when:
 - Recording pupils/staff biometric data, e.g. taking measurements from a fingerprint via a fingerprint scanner.
 - Storing pupils/staff biometric information on a database.
 - Using pupils/staff biometric data as part of an electronic process, e.g. by comparing it with biometric information stored on a database to identify or recognise pupils.
 - **Special category data:** Personal data which the GDPR says is more sensitive, and so needs more protection – where biometric data is used for identification purposes, it is considered special category data.

4. Roles and responsibilities

The Headteacher is responsible for:

- Reviewing this policy on an annual basis.
- Ensuring the provisions in this policy are implemented consistently.

The Data Protection Officer (DPO) is responsible for:

- Monitoring the Trust/Academy's compliance with data protection legislation in relation to the use of biometric data.
- Advising on when it is necessary to undertake a data protection impact assessment (DPIA) in relation to the Trust/Academy's biometric system(s).
- Being the first point of contact for the ICO and for individuals whose data is processed by the Trust/Academy and connected third parties.

5. Data Protection Principles

Hayes School and Impact Multi Academy Trust process all personal data, including biometric data, in accordance with the key principles set out in the GDPR.

- The Trust and Hayes School ensure biometric data is:

- Processed lawfully, fairly and in a transparent manner.
 - Only collected for specified, explicit and legitimate purposes, and not further processed in a manner that is incompatible with those purposes.
 - Adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed.
 - Accurate and, where necessary, kept up-to-date, and that reasonable steps are taken to ensure inaccurate information is rectified or erased.
 - Kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed.
 - Processed in a manner that ensures appropriate security of the information, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures.
- As the data controller, the Trust is responsible for being able to demonstrate its compliance with the provisions outlined above.

6. Data Protection Impact Assessments (DPIAS)

- Prior to processing biometric data or implementing a system that involves processing biometric data, a DPIA will be carried out.
- The DPO and Data Protection Lead will oversee and monitor the process of carrying out the DPIA.
- The DPIA will:
 - Describe the nature, scope, context and purposes of the processing.
 - Assess necessity, proportionality and compliance measures.
 - Identify and assess risks to individuals.
 - Identify any additional measures to mitigate those risks.
- When assessing levels of risk, the likelihood and the severity of any impact on individuals will be considered.
- If a high risk is identified that cannot be mitigated, the DPO will consult the ICO before the processing of the biometric data begins.
- The ICO will provide the Trust and/or School with a written response (within eight weeks or 14 weeks in complex cases) advising whether the risks are acceptable, or whether the Trust/School needs to take further action. In some cases, the ICO may advise the Trust/School to not carry out the processing.
- The Trust/Academy will adhere to any advice from the ICO.

7. Providing your consent/objecting

Please note that the obligation to obtain consent for the processing of biometric information of children under the age of 18 is not imposed by the Data Protection Act 2018 or the GDPR. Instead, the consent requirements for biometric information is imposed by section 26 of the Protection of Freedoms Act 2012.

- Where Hayes School uses pupils and staff biometric data as part of an automated biometric recognition system (e.g. using pupils' fingerprints to receive school dinners instead of paying with cash), the School will comply with the requirements of the Protection of Freedoms Act 2012.
- Written consent will be sought from at least one parent of the pupil before the School collects or uses a pupil's biometric data.
- The name and contact details of the pupil's parents will be taken from the School's admission register.
- Where the name of only one parent is included on the admissions register, the Headteacher will consider whether any reasonable steps can or should be taken to ascertain the details of the other parent.
- Hayes School does not need to notify a particular parent or seek their consent if it is satisfied that:
 - The parent cannot be found, e.g. their whereabouts or identity is not known.
 - The parent lacks the mental capacity to object or consent.
 - The welfare of the pupil requires that a particular parent is not contacted, e.g. where a pupil has been separated from an abusive parent who must not be informed of the pupil's whereabouts.
 - It is otherwise not reasonably practicable for a particular parent to be notified or for their consent to be obtained.
- Where neither parent of a pupil can be notified for any of the reasons set out above, consent will be sought from the following individuals or agencies as appropriate:
 - If a pupil is being 'looked after' by the LA or is accommodated or maintained by a voluntary organisation, the LA or voluntary organisation will be notified and their written consent obtained.
 - If the above does not apply, then notification will be sent to all those caring for the pupil and written consent will be obtained from at least one carer before the pupil's biometric data can be processed.

- Notification sent to parents and other appropriate individuals or agencies will include information regarding the following:
 - Details about the type of biometric information to be taken
 - How the data will be used
 - The parent's and the pupil's right to refuse or withdraw their consent
 - The School's duty to provide reasonable alternative arrangements for those pupils whose information cannot be processed
- The School will not process the biometric data of a pupil under the age of 18 in the following circumstances:
 - The pupil (verbally or non-verbally) objects or refuses to participate in the processing of their biometric data
 - No parent or carer has consented in writing to the processing
 - A parent has objected in writing to such processing, even if another parent has given written consent
- Parents and pupils can object to participation in the School's biometric system(s) or withdraw their consent at any time. Where this happens, any biometric data relating to the pupil that has already been captured will be deleted.
- If a pupil objects or refuses to participate, or to continue to participate, in activities that involve the processing of their biometric data, the School will ensure that the pupil's biometric data is not taken or used as part of a biometric recognition system, irrespective of any consent given by the pupil's parent(s).
- Where staff members or other adults use the School's biometric system(s), consent will be obtained from them before they use the system.
- Staff and other adults can object to taking part in the School's biometric system(s) and can withdraw their consent at any time. Where this happens, any biometric data relating to the individual that has already been captured will be deleted.
- Alternative arrangements will be provided to any individual that does not consent to take part in the trust's biometric system(s), in line with section 8 of this policy.

8. Alternative Arrangements

- Parents, pupils, staff members and other relevant adults have the right to not take part in the School's biometric system(s).
- Where an individual objects to taking part in the School's biometric system(s), reasonable alternative arrangements will be provided that allow the individual to access the relevant service, e.g. where our biometric system uses pupil's fingerprints to pay for school meals, the pupil will be provided with a pin number for the

transaction instead.

- Alternative arrangements will not put the individual at any disadvantage or create difficulty in accessing the relevant service or result in any additional burden being placed on the individual (and the pupil's parents, where relevant).

9. Data Retention

- Biometric data will be managed and retained in line with the Trust's Records Management Policy.
- If an individual (or a pupil's parent, where relevant) withdraws their consent for their/their child's biometric data to be processed, it will be erased from the school's system.
- Please note that, when your child leaves the school or ceases to use the biometric system, their biometric information will be securely erased in line with the Trust's Records Management (Retention) Policy.

10. Monitoring and Review

- The Headteacher will review this policy on an annual basis.
- The updated policy will be made available to all staff, parents and pupils on the School website.

11. Further information and guidance

This can be found via the following links:

Department for Education's 'Protection of Biometric Information of Children in Schools – Advice for proprietors, governing bodies, head teachers, principals and school staff:

<https://www.gov.uk/government/publications/protection-of-biometric-information-of-children-in-schools>

ICO guidance on data protection for education establishments:

<https://ico.org.uk/for-the-public/schools/>