

Language Learners North East

Data Protection Policy - GDPR

At Language Learners North East (LLNE) we respect the privacy of all students attending our sessions and the privacy of their parents or carers. Our aim is to ensure that all those learning with LLNE do so with confidence that their personal data is being kept secure.

Our lead person for data protection is Emma Taylor. She ensures that the company meets the requirements of the GDPR, liaises with statutory bodies when necessary, and responds to any subject access requests.

Confidentiality

At LLNE we respect confidentiality in the following ways:

- We will only ever share information with a parent about their own child, or a member of teaching staff in a school setting.
- Information given by parents to LLNE will not be passed on to third parties without permission unless there is a safeguarding issue.
- We only discuss individual children for purposes of planning and group management.
- Issues relating to the employment of staff, whether paid or voluntary, will remain confidential to those making personnel decisions.
- All personal data is stored securely in a lockable file / on a password protected computer and passcode-locked phone.
- Any partners or volunteers are informed of our Data Protection policy and are required to respect it.

Information that we keep

The items of personal data that we keep about individuals is limited to individual and emergency contact details and any essential medical information that the learner chooses to inform us of. We have indicative notes of the level of language studied upon starting with LLNE, but do not hold any detailed information on qualifications. All information is disposed of securely upon a student ceasing their tuition with us.

Children and parents: We hold only the information necessary to provide a childcare service for each child. This includes child registration information, medical information, parent contact information, attendance records, incident and accident records and so forth. Once a child leaves our care we retain only the data required by statutory legislation and industry best practice, and for the prescribed periods of time. Electronic data that is no longer required is deleted and paper records are disposed of securely.

Volunteers: We keep information about volunteers in order to meet HMRC requirements, and to comply with all other areas of employment legislation. We retain the information after a member of staff has left our employment for the recommended period of time, then it is deleted or destroyed as necessary.

Sharing information with third parties

We will only share child information with outside agencies on a need-to-know basis and with consent from parents, except in cases relating to safeguarding children, criminal activity,

or if required by legally authorised bodies (eg Police, HMRC, etc). If we decide to share information without parental consent, we will record this in the child's file, clearly stating our reasons.

We will only share relevant information that is accurate and up to date. Our primary commitment is to the safety and well-being of the children in our care.

We do not provide data to any other third parties.

Subject access requests

- Tutees/ Parents/carers can ask to see the information and records relating to them/ their child, and/or any information that we keep about themselves.
- Volunteers can ask to see any information that we keep about them.
- We will make the requested information available as soon as practicable, and will respond to the request within one month at the latest.
- If our information is found to be incorrect or out of date, we will update it promptly.
- If any individual about whom we hold data has a complaint about how we have kept their information secure, or how we have responded to a subject access request, they may complain to the Information Commissioner's Office (ICO).

GDPR

We comply with the requirements of the General Data Protection Regulation (GDPR), regarding obtaining, storing and using personal data.

This policy was adopted by: LLNE	Date: 14/05/2018
To be reviewed: 14/05/2019	Signed: Emma Taylor

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2017): Safeguarding and Welfare Requirements: Information and records [3.68 -3.71]*.