



## Data Protection

### Introduction

Allsorts needs to collect and use certain types of information about its users and staff. This personal information must be collected and dealt with appropriately— whether on paper, in a computer, or recorded on other material - and there are safeguards to ensure this under the Data Protection Act 1998.

The following list below of definitions of the technical terms it have used is intended to aid understanding of this policy.

**Data Controller** – The person who (either alone or with others) decides what personal information the will hold and how it will be held or used.

**Data Protection Act 1998** – The UK legislation that provides a framework for responsible behaviour by those using personal information.

**Data Protection Officer** – The person responsible for ensuring that it follows its data protection policy and complies with the Data Protection Act 1998 is the Project Director

**Data Subject** – The individual whose personal information is being held or processed by Allsorts (for example: a service user, an employee, a supporter)

**'Explicit' consent** – is a freely given, specific and informed agreement by a Data Subject (see definition) to the processing of personal information about her/him. Explicit consent is needed for processing sensitive data

**Notification** – Notifying the Information Commissioner about the data processing activities of Allsorts as certain activities may be exempt from notification.

**Information Commissioner** – The UK Information Commissioner responsible for implementing and overseeing the Data Protection Act 1998.

**Processing** – means collecting, amending, handling, storing or disclosing personal information

**Personal Information** – Information about living individuals that enables them to be identified – e.g. name and address. It does not apply to information about companies and agencies but applies to named persons or employees within an Allsorts.

**Sensitive data** – means data about:

- Racial or ethnic origin
- Sexual orientation
- Gender identity
- Political opinions
- Religious or similar beliefs
- Trade union membership
- Physical or mental health
- Sexual activity
- Criminal record
- Criminal proceedings relating to a data subject's offences



### **Data Controller**

Allsorts is the Data Controller under the Act, which means that it determines what purposes personal information held will be used for. It is also responsible for notifying the Information Commissioner of the data it holds or is likely to hold, and the general purposes that this data will be used for.

### **Disclosure**

Allsorts may share data with other agencies such as the local authority, funding bodies and other voluntary agencies. The Data Subject will be made aware in most circumstances how and with whom their information will be shared. There are circumstances where the law allows Allsorts to disclose data (including sensitive data) without the data subject's consent. These are:

- Carrying out a legal duty or as authorised by the Secretary of State
- Protecting vital interests of a Data Subject or other person
- The Data Subject has already made the information public
- Conducting any legal proceedings, obtaining legal advice or defending any legal rights
- Monitoring for equal opportunities purposes – i.e. race, disability or religion
- Providing a confidential service where the Data Subject's consent cannot be obtained or where it is reasonable to proceed without consent: e.g. where we would wish to avoid forcing stressed or ill Data Subjects to provide consent signatures.

Allsorts regards the lawful and correct treatment of personal information as very important to successful working, and to maintaining the confidence of those with whom we deal. Allsorts intends to ensure that personal information is treated lawfully and correctly.

### **Principles of Data Protection**

To this end Allsorts will adhere to the Principles of Data Protection, as detailed in the Data Protection Act 1998. Specifically, the Principles require that personal information:

1. shall be processed fairly and lawfully and, in particular, shall not be processed unless specific conditions are met,
2. shall be obtained only for one or more of the purposes specified in the Act, and shall not be processed in any manner incompatible with that purpose or those purposes,
3. shall be adequate, relevant and not excessive in relation to those purpose(s)
4. shall be accurate and, where necessary, kept up to date,
5. shall not be kept for longer than is necessary
6. shall be processed in accordance with the rights of data subjects under the Act,
7. shall be kept secure by the Data Controller who takes appropriate technical and other measures to prevent unauthorised or unlawful processing or accidental loss or destruction of, or damage to, personal information,
8. shall not be transferred to a country or territory outside the European Economic Area unless that country or territory ensures an adequate level of protection for the rights and freedoms of data subjects in relation to the processing of personal information.



Allsorts will, through appropriate management, strict application of criteria and controls:

- observe fully conditions regarding the fair collection and use of information,
- meet its legal obligations to specify the purposes for which information is used,
- collect and process appropriate information, and only to the extent that it is needed to fulfil its operational needs or to comply with any legal requirements,
- ensure the quality of information used,
- ensure that the rights of people about whom information is held, can be fully exercised under the Act. (These include:
  - the right to be informed that processing is being undertaken,
  - the right of access to one's personal information
  - the right to prevent processing in certain circumstances and
  - the right to correct, rectify, block or erase information which is regarded as wrong information),
- take appropriate technical and organisational security measures to safeguard personal information,
- ensure that personal information is not transferred abroad without suitable safeguards,
- treat people justly and fairly whatever their age, religion, disability, gender, sexual orientation or ethnicity when dealing with requests for information,
- set out clear procedures for responding to requests for information.

## **Data collection**

### **Informed consent**

Informed consent is when:

- a Data Subject clearly understands why their information is needed, who it will be shared with, the possible consequences of them agreeing or refusing the proposed use of the data
- then gives their consent
- Allsorts will ensure that data is collected within the boundaries defined in this policy. This applies to data that is collected in person, or by completing a form.

When collecting data, Allsorts will ensure that the Data Subject clearly understands:

- why the information is needed
- what it will be used for
- what the consequences are should the Data Subject decide not to give consent to processing
- as far as reasonably possible, grants explicit consent, either written or verbal for data to be processed
- is, as far as reasonably practicable, competent enough to give consent and has given so freely without any duress
- has received sufficient information on why their data is needed and how it will be used



### **Data Storage**

Information and records relating to service users will be stored securely and will only be accessible to authorised staff and volunteers. Information will be stored for only as long as it is needed or required statute and will be disposed of appropriately.

It is Allsorts responsibility to ensure all personal and company data is non-recoverable from any computer system previously used within the organisation which has been passed on/sold to a third party.

### **Data access and accuracy**

All Data Subjects have the right to access the information Allsorts holds about them. Allsorts will also take reasonable steps ensure that this information is kept up to date by asking data subjects whether there have been any changes. In addition, Allsorts will ensure that:

- it has a Data Protection Officer with specific responsibility for ensuring compliance with Data Protection,
- everyone processing personal information understands that they are contractually responsible for following good data protection practice,
- everyone processing personal information is appropriately trained to do so,
- everyone processing personal information is appropriately supervised,
- anybody wanting to make enquiries about handling personal information knows what to do,
- it deals promptly and courteously with any enquiries about handling personal information,
- it describes clearly how it handles personal information,
- it will regularly review and audit the ways it hold, manage and use personal information
- it regularly assesses and evaluates its methods and performance in relation to handling personal information
- all staff are aware that a breach of the rules and procedures identified in this policy may lead to disciplinary action being taken against them

This policy will be updated as necessary to reflect best practice in data management, security and control and to ensure compliance with any changes or amendments made to the Data Protection Act 1998.

In case of any queries or questions in relation to this policy, please contact the Allsorts Data Protection Officer.

Allsorts holds Data Access Request forms.

### **Information sharing**

See Confidentiality



## **Secure Storage, Handling, Use, Retention and Disposal of Criminal Record Disclosures and Disclosure Information**

### **General Principles**

As an organisation using the Disclosure and Barring service (DBS) to help assess the suitability of applicants for positions of trust, Allsorts Youth Project complies fully with the DBS code of practice regarding the correct handling, use, storage, retention and disposal of Disclosures and Disclosure information. It also complies fully with its obligations under the Data Protection Act and other relevant legislation pertaining to the safe handling, use, storage, retention and disposal of Disclosure information and has a written policy on these matters, which is available to those who wish to see it on request.

### **Storage and Access**

Disclosure information is never kept on an applicant's personnel file and is always kept securely, in lockable, non-portable, storage containers with access strictly controlled and limited to those who are entitled to see it as part of their duties.

### **Handling**

In accordance with section 124 of the Police Act 1997, Disclosure information is only passed to those who are authorised to receive it in the course of their duties. Allsorts maintains a record of all those to whom Disclosure and Disclosure information has been revealed and recognises that it is a criminal offence to pass this information to anyone who is not entitled to receive it.

### **Usage**

Disclosure information is only used for the specific purpose for which it was requested and for which the applicant's full consent has been given.

### **Retention**

Once a recruitment (or other relevant) decision has been made, Allsorts does not keep Disclosure information for any longer than is absolutely necessary. This is generally for a period of up to six months, to allow for the consideration and resolution of any disputes and complaints. If, in very exceptional circumstances, it is considered necessary to keep Disclosure information for longer than six months, Allsorts will consult the DBS about this and will give full consideration to the Data Protection and the Human Rights of the individual subject before doing so. Throughout this time, the usual conditions regarding safe storage and strictly controlled access will prevail.

### **Disposal**

Once the retention period has elapsed, Allsorts will ensure that any Disclosure information is immediately destroyed by secure means, i.e. by shredding, pulping or burning. While awaiting destruction, Disclosure information will not be kept in an



unsecured receptacle (e.g. waste bin or confidential waste sack). Allsorts will not keep any photocopy or other image of the Disclosure or any copy or representation of the contents of the Disclosure. However, notwithstanding the above, the organisation may keep a record of the date of issue of a Disclosure, the name of the subject, the type of Disclosure requested, the position for which the Disclosure was requested, the unique reference number of the Disclosure and the details of the recruitment decision taken.