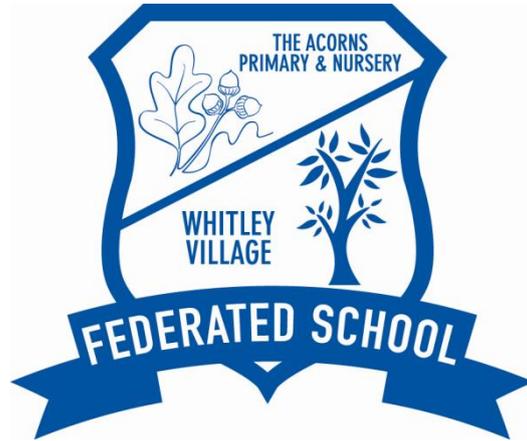


THE ACORNS PRIMARY and NURSERY and WHITLEY VILLAGE FEDERATED SCHOOL



# **Data Breach Policy (LA Adopted)**

November 2021

# Data Breach Procedure for The Acorns and Whitley Village Federated School

## 1. Background and rationale

The General Data Protection Regulation (GDPR) (2018) aims to protect the rights of individuals about whom data is obtained, stored, processed or supplied and requires that organisations take appropriate security measures against unauthorised access, alteration, disclosure or destruction of personal data.

The GDPR places obligations on staff to report actual or suspected data breaches and our procedure for dealing with breaches is set out below. All members of staff are required to familiarise themselves with its content and comply with the provisions contained in it. Training will be provided to all staff to enable them to carry out their obligations within this policy.

All school staff will be provided with a copy of this policy and will be required to notify the School of any data breach without undue delay after becoming aware of the data breach. Failure to do so may result in a breach to the terms of the processing agreement.

Breach of this policy will be treated as a disciplinary offence which may result in disciplinary action under the School's Disciplinary Policy and Procedure up to and including summary dismissal depending on the seriousness of the breach.

Changes to data protection legislation will be monitored and further amendments may be required to this policy in order to remain compliant with legal obligations.

## 2. Aims of the policy

This policy aims to inform staff Governors and other professionals working the school of their responsibilities regarding data breaches.

## 3. Scope

This policy applies to all staff and Governors of The Acorns and Whitley Village Federated School, including professionals working with students or staff at The Acorns and Whitley Village Federated School and professionals who have been commissioned by the school to provide the school with a service.

## 4. Definitions

**Personal Data** - Personal data is any information relating to an individual where the individual can be identified (directly or indirectly) from that data alone or in combination with other identifiers we possess or can reasonably access. This includes special category data but excludes anonymous data or data that has had the identity of an individual permanently removed.

Personal data can be factual (for examples a name, email address, location or date of birth) or an opinion about that person's actions or behaviour.

Personal data will be stored either electronically or as part of a structured manual filing system in such a way that it can be retrieved automatically by reference to the individual or criteria relating to that individual.

**Special category data** - Previously termed "Sensitive Personal Data", Special Category Data is similar by definition and refers to data concerning an individual's racial or ethnic origin, political or religious beliefs, trade union membership, physical and mental health, sexuality, biometric or genetic data and **personal** data relating to criminal offences and convictions.

**Personal data breach** - A personal data breach is a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data or special category data transmitted, stored or otherwise processed.

**Data Subject** - The data subject is the person to whom the personal data relates.

**Data Processor** - Person(s) processing personal data on behalf of the Data Controller

**ICO** - ICO is the Information Commissioner's Office, the UK's independent regulator for data protection and information.

## 5. Responsibilities

The School Data Protection Lead has overall responsibility for breach notification within The Acorns and Whitley Village Federated School. They are responsible for ensuring breach notification processes are adhered to by all staff and are the designated point of contact for personal data breaches.

In the absence of the School Data Protection Lead, please contact the Headteacher.

The Data Protection Officer (DPO) is responsible for overseeing this policy and developing data-related policies and guidelines.

Please contact the DPO with any questions about the operation of this policy or the GDPR or if you have any concerns that this policy is not being or has not been followed

The DPO's can be contacted at [SchoolDPO@cheshirewestandchester.gov.uk](mailto:SchoolDPO@cheshirewestandchester.gov.uk)

## 6. Security and data related policies

Staff should refer to the following policies that are related to this data protection policy:

- Security Policy which sets out the **The Acorns and Whitley Village Federated School**. guidelines and processes on keeping personal data secure against loss and misuse.
- Data Protection Policy which sets out **The Acorns and Whitley Village Federated School**. obligations under GDPR about how they process personal data.

These policies are also designed to protect personal data and can be found on the school website.

## 7. Personal Data Breach

A personal data breach is a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data or special category data transmitted, stored or otherwise processed.

Examples of a data breach could include the following:

- Loss or theft of data or equipment on which data is stored, for example loss of a laptop or a paper file (this includes accidental loss)
- Inappropriate access controls allowing unauthorised use
- Equipment failure
- Human error (for example sending an email or SMS to the wrong recipient)
- Unforeseen circumstances such as a fire or flood
- Hacking, phishing and other "blagging" attacks where information is obtained by deceiving whoever holds it

## 8. When does a personal data breach need to be reported?

The Acorns and Whitley Village Federated School must notify the Information Commissioners Office of a data breach where it is likely to result in a risk to the rights and freedoms of individuals. This means that the breach needs to be more than just losing personal data and if unaddressed the breach is likely to have a significant detrimental effect on individuals.

**Examples of where the breach may have a significant effect includes:**

- potential or actual discrimination
- potential or actual financial loss
- potential or actual loss of confidentiality
- risk to physical safety or reputation
- exposure to identity theft (for example through the release of non-public identifiers such as passport details)
- the exposure of the private aspect of a person's life becoming known by others

If the breach is likely to result in a high risk to the rights and freedoms of individuals, then the individuals must also be notified directly.

## 9. Reporting a data breach

If you know or suspect a personal data breach has occurred or may occur which meets the criteria above, you should:

- Complete a data breach report form
- Email the completed form to the School Data Protection Lead or DPO
- Notify the Headteacher that a data breach has taken place

Breach reporting is encouraged throughout The Acorns and Whitley Village Federated School and staff are expected to seek advice if they are unsure as to whether the breach should be reported and/or could result in a risk to the rights and freedom of individuals. They can seek advice from the Data Protection Lead or the Data Protection Officer.

Once reported, you should not take any further action in relation to the breach. In particular, you must not notify any affected individuals or regulators or investigate further. The Data Protection Lead will acknowledge receipt of the data breach report form and take appropriate steps to deal with the report in collaboration with the Data Protection Officer

## 10. Managing and recording the breach

On being notified of a suspected personal data breach, the Data Protection Lead will notify the Data Protection Officer. The DPO will take immediate steps to establish whether a personal data breach has in fact occurred. If so they will take steps to:

- Where possible, contain the data breach
- As far as possible, recover, rectify or delete the data that has been lost, damaged or disclosed
- Assess and record the breach in the School's data breach register
- Notify the Information Commissioner's Office
- Notify data subjects affected by the breach
- Notify other appropriate parties to the breach
- Take steps to prevent future breach.

## 11. Notifying the ICO

The DPO will notify the Information Commissioner's Office when a personal data breach has occurred which is likely to result in a risk to the rights and freedoms of individuals. This will be done without undue delay and, where possible, within 72 hours of becoming aware of the breach. If the School are unsure of whether to report a breach, the assumption will be to report it.

Where the notification is not made within 72 hours of becoming aware of the breach, written reasons will be recorded as to why there was a delay in referring the matter to the Information Commissioner's Office.

## 12. Notifying Data Subjects

Where the data breach is likely to result in a high risk to the rights and freedoms of data subjects, the DPO will direct the DP Lead to notify the affected individuals without undue delay including the name and contact details of the Data Protection Officer and Information Commissioner's Office, the likely consequences of the data breach and the measures the School have (or intended) to take to address the breach.

Where it would involve disproportionate effort to notify the data subjects directly (for example, by not having contact details of the affected individual) then the School will consider alternative means to make those affected aware (for example by making a statement on the School website).

## 13. Notifying other authorities

The School will need to consider whether other parties need to be notified of the breach. For example:

- Insurers
- Parents
- Third parties (for example when they are also affected by the breach)
- The Local Authority
- The police (for example if the breach involved theft of equipment or data)

This list is non-exhaustive.

## 14. Assessing the breach

Once initial reporting procedures have been carried out, the School will carry out all necessary investigations into the breach.

The School will identify how the breach occurred and take immediate steps to stop or minimise further loss, destruction or unauthorised disclosure of personal data. We will identify ways to recover, correct or delete data (for example notifying our insurers or the police if the breach involves stolen hardware or data).

Having dealt with containing the breach, the School will consider the risks associated with the breach. These factors will help determine whether further steps need to be taken (for example notifying the Information Commissioner's Office and/or data subjects as set out above). These factors include:

- What type of data is involved and how sensitive it is
- The volume of data affected
- Who is affected by the breach (i.e. the categories and number of people involved)
- The likely consequences of the breach on affected data subjects following containment and whether further issues are likely to materialise
- Are there any protections in place to secure the data (for example, encryption, password protection)

- What has happened to the data
- What could the data tell a third party about the data subject
- What are the likely consequences of the personal data breach on the school
- Any other wider consequences which may be applicable

## **15. Preventing future breaches**

Once the data breach has been dealt with, the School will consider its security processes with the aim of preventing further breaches. In order to do this, we will:

- Establish what security measures were in place when the breach occurred
- Assess whether technical or organisational measures can be implemented to prevent the breach happening again;
- Consider whether there is adequate staff awareness of security issues and look to fill any gaps through training or tailored advice
- Consider whether it is necessary to conduct a privacy or data protection impact assessment
- Consider whether further audits or data protection steps need to be taken
- Update the data breach register
- Debrief Governors following the investigation
- Any trends identified from data breaches each term will be discussed at termly Resources Committee Meetings.

## **16. Reporting data protection concerns**

Prevention is always better than dealing with data protection as an afterthought. Data security concerns may arise at any time and we would encourage you to report any concerns (even if they don't meet the criteria of a data breach) that you may have to the Data Protection Lead or the Data Protection Officer. This can help capture risks as they emerge, protect the School from data breaches and keep our processes up to date and effective.

## **17. Monitoring**

This policy will be monitored by the Governing Body who will receive updates regarding data breaches from the Data Protection Lead and the Headteacher.

## **18. Related policies**

Staff should refer to the following policies that are related to this data protection policy: -

- Data retention policy
- Data protection policy
- Security policy
- Safeguarding Policy
- Staff Behaviour Policy

These policies are also designed to protect personal data and can be found on the school website.

# Appendix I - Investigation Process

## 1.0 Investigation

1.1 In most cases, the DPO to fully investigate the breach. The DPO (or nominated representative) should ascertain whose data was involved in the breach, the potential effect on the data subject and what further steps need to be taken to remedy the situation. The investigation should consider:

- The type of data;
- Its sensitivity;
- What protections were in place (e.g. encryption);
- What has happened to the data;
- Whether the data could be put to any illegal or inappropriate use;
- How many people are affected;
- What type of people have been affected (pupils, staff members, suppliers etc) and whether there are wider consequences to the breach.

1.2 A clear record should be made of the nature of the breach and the actions taken to mitigate it.

1.3 The investigation should be completed as a matter of urgency due to the requirements to report notifiable personal data breaches to the Information Commissioner's Office.

1.4 A more detailed review of the causes of the breach and recommendations for future improvements can be done once the matter has been resolved.

## 2.0 Notification

2.1 Some people/agencies may need to be notified as part of the initial containment. However, the decision will normally be made once an initial investigation has taken place.

2.2 The DPO (or nominated representative) should decide whether anyone is notified of the breach. In the case of significant breaches, the Information Commissioner's Office (ICO) must be notified within 72 hours of the breach. Every incident should be considered on a case by case basis.

2.3 When notifying individuals, give specific and clear advice on what they can do to protect themselves and what the School is able to do to help them. You should also give them the opportunity to make a formal complaint if they wish (see the School's Complaints Procedure). The notification should include a description of how and when the breach occurred and what data was involved. Include details of what you have already done to mitigate the risks posed by the breach

## 3.0 Review and Evaluation

3.1 Once the initial aftermath of the breach is over, the DPO (or nominated representative) should fully review both the causes of the breach and the effectiveness of the response to it.

3.2 It should be reported to the next available Senior Management Team and Full Governors meeting for discussion.

3.3. If systemic or ongoing problems are identified, then an action plan must be drawn up to put this right.

3.4 If the breach warrants a disciplinary investigation, the manager leading the investigation should liaise with Human Resources or Internal Audit for advice and guidance.

3.5 This breach procedure may need to be reviewed after a breach or after legislative changes, new case law or new guidance.

#### **4.0 Implementation**

4.1 The /DPO should ensure that staff are aware of the School's Data Protection policy and its requirements including this breach procedure. This should be undertaken as part of induction, supervision and ongoing training.

4.2 If staff have any queries in relation to the School's Data Protection policy and associated procedures, they should discuss this with their line manager, DPO or the Head Teacher.

## Appendix 2 Data Protection Breach Reporting Form

- Please provide as much information as you can at this stage.
- Your initial response should be provided **within 24 hours**.
- Do not delay returning the form if you do not know the answers to all questions.
- Please provide the information you know at present and follow up with additional information if further detail becomes available.
- A copy of this form must be retained by the school

Forms should be sent to [SchoolDPO@cheshirewestandchester.gov.uk](mailto:SchoolDPO@cheshirewestandchester.gov.uk). Where incidents are believed to pose a high risk to any individual, please notify the DPO immediately.

<b>I. General Details</b>	
Reference Number:	
School:	
Reported by:	
Contact email:	
Contact number:	
Date of incident:	
Date incident was identified:	
Reported Date:	
Date DPO notified:	

## 2. Incident Details

Corruption or inability to recover electronic data	<input type="checkbox"/>
Data left in an insecure location	<input type="checkbox"/>
Disclosed in error	<input type="checkbox"/>
Failure to redact data	<input type="checkbox"/>
Failure to use bcc when sending email	<input type="checkbox"/>
Lost in transit	<input type="checkbox"/>
Loss or theft of hardware	<input type="checkbox"/>
Loss or theft of only copy of encrypted data	<input type="checkbox"/>
Loss or theft of paperwork	<input type="checkbox"/>
Loss or theft of unencrypted device	<input type="checkbox"/>
Unauthorised Access / Disclosure	<input type="checkbox"/>
Non-secure disposal – hardware	<input type="checkbox"/>
Non-secure disposal – paperwork	<input type="checkbox"/>
Uploaded to website in error	<input type="checkbox"/>
Sent to wrong recipient (posted)	<input type="checkbox"/>
Sent to wrong recipient (email)	<input type="checkbox"/>
Technical security failing (including hacking)	<input type="checkbox"/>
Unavailability of an important service	<input type="checkbox"/>
Inappropriate oral disclosure	<input type="checkbox"/>
Other (please specify)	<input checked="" type="checkbox"/>
How did the incident happen?	
Chronology of the Incident	
If there has been a delay in reporting the incident, please explain the reasons for this.	
What measures were in place to prevent an incident of this nature occurring?	
Please provide extracts from any policies or procedures considered relevant to this incident and explain which of these were in existence at the time of this incident. Please provide the dates on which they were implemented.	

### 3. Personal data placed at risk

What personal data has been placed at risk?  Please specify if any financial or sensitive personal data (special categories*) has been affected and provide details of the extent.		
What special category data has been placed at risk? (please tick all that applies)	The racial or ethnic origin of the data subject	<input type="checkbox"/>
	Their political opinions	<input type="checkbox"/>
	Their religious or philosophical beliefs	<input type="checkbox"/>
	Whether they are a member of a trade union	<input type="checkbox"/>
	Their genetic data	<input type="checkbox"/>
	Biometric data used to uniquely identify them	<input type="checkbox"/>
	Their physical or mental health or condition	<input type="checkbox"/>
	Their sex life or sexual orientation	<input type="checkbox"/>
How many individuals have been affected?		
How many data records are involved?		
Format of Data	Digital	<input type="checkbox"/>
	Paper	<input type="checkbox"/>
	Other (please specify)	<input type="checkbox"/>
Was the data encrypted?	Yes	<input type="checkbox"/>
	No	<input type="checkbox"/>
	Not Applicable	<input type="checkbox"/>
	Not Known	<input type="checkbox"/>
	Password Protected Only	<input type="checkbox"/>
	Other (please specify)	<input type="checkbox"/>
<b>Low Sensitivity Factors (tick all that apply)</b>		
No personal data at risk	<input type="checkbox"/>	
Limited demographic data at risk e.g. address not included, name not included	<input type="checkbox"/>	
Security controls / difficulty to access data partially mitigates risk	<input type="checkbox"/>	
<b>Medium Sensitivity Factors (tick all that apply)</b>		
Basic demographic data at risk e.g. equivalent to telephone directory	<input type="checkbox"/>	
Limited personal information at risk e.g. contact information	<input type="checkbox"/>	
<b>High Sensitivity Factors (tick all that apply)</b>		
Detailed personal information at risk e.g. case notes, service notes	<input type="checkbox"/>	
Sensitive information at risk e.g. medical, convictions, mental health	<input type="checkbox"/>	
One or more previous incidents of a similar type in past 12 months	<input type="checkbox"/>	
Failure to securely encrypt mobile technology or other obvious security failing	<input type="checkbox"/>	
Newsworthy aspects or media interest	<input type="checkbox"/>	
A complaint has been made to the Information Commissioner or the School	<input type="checkbox"/>	

Individuals affected are likely to suffer significant distress or embarrassment	<input type="checkbox"/>
Individuals affected have been placed at risk of physical harm	<input type="checkbox"/>
Individuals affected may suffer significant detriment e.g. financial loss	<input type="checkbox"/>
Individuals affected may suffer from identity theft	<input type="checkbox"/>
Incident has incurred or risks incurring to a loss of service provision	<input type="checkbox"/>

#### 4. Containment and recovery

Are the Media aware of this Incident?	Yes	<input type="checkbox"/>
	No	<input type="checkbox"/>
	Not Known	<input type="checkbox"/>
	If Yes, please give details:	
Are the people affected aware of this incident?	Yes	<input type="checkbox"/>
	No	<input type="checkbox"/>
	Not Known	<input type="checkbox"/>
	If Yes, please give details:	
Are the police aware of this incident?	Yes	<input type="checkbox"/>
	No	<input type="checkbox"/>
	Not Known	<input type="checkbox"/>
	If Yes, please give details:	
Have any other regulatory body or agency been informed?	Yes	<input type="checkbox"/>
	No	<input type="checkbox"/>
	Not Known	<input type="checkbox"/>
	If Yes, please give details:	
Has any action been taken to minimise/mitigate the effect on the affected individuals? If so, please provide details.		
Has the data placed at risk now been recovered? If so, please provide details of how and when this occurred.		
What steps have been taken to prevent a recurrence of this incident?		

## DPO TO COMPLETE

5. Status				
Under Review	<input type="checkbox"/>	Additional Information Requested	<input type="checkbox"/>	
Senior Manager Investigation required	<input type="checkbox"/>	ICO notified	<input type="checkbox"/>	
Data Protection Audit Required	<input type="checkbox"/>	DPO Notice to be issued	<input type="checkbox"/>	
No incident identified	<input type="checkbox"/>	Close with no further action required	<input type="checkbox"/>	
Service failure to assist	<input type="checkbox"/>	On hold	<input type="checkbox"/>	
6. DPO Actions				
Required DPO Actions			Yes	No
	Reported to Local Authority		<input type="checkbox"/>	<input type="checkbox"/>
	Reported to Governing Body		<input type="checkbox"/>	<input type="checkbox"/>
	Reported to ICO		<input type="checkbox"/>	<input type="checkbox"/>
Rationale for reporting/none reporting				
7. Agreed Actions – (Please list here the actions for remediation to prevent further occurrences)				
Ref	Action	Target	Responsible	
8. Sign-off				
Item	Name	Date		
<b>Measures approved by:</b> <i>(Head, DP Lead or Governor)</i>				
<b>DPO advice accepted or overruled</b>	Choose an item.	If overruled, you must explain your reasons		
Comments				

## Appendix 3 Data Protection Breach Reporting Process

### 1) Report the incident

**Step 1:** If you believe you have an information security related incident or suspected incident, please report this as soon as possible to the school Data Protection Lead or Data Protection Officer :-

**Contact email:** [schoolDPO@cheshirewestandchester.gov.uk](mailto:schoolDPO@cheshirewestandchester.gov.uk)



### 2) Complete the incident form

**Step 2:** Within **24 hours** of identifying the incident, the person reporting the incident or the relevant Data Protection Lead must complete the incident reporting form.

The person completing the form must provide as much detail as possible. Once the form has been completed, it should be emailed to [schoolDPO@cheshirewestandchester.gov.uk](mailto:schoolDPO@cheshirewestandchester.gov.uk)



### 3) Analysis and feedback on the incident

**Step 3:** On receipt of your form, **the DPO** will review the incident to decide whether there has been a breach and, if so, how serious it is and what follow up may be required. They may request further information or undertake further work.



### 4) Feedback decision made over the incident

**Step 4:** At this stage, if the action taken to address this information incident is deemed sufficient and there is minimal risk of reoccurrence then you will be informed that no further action is needed (Stop at Step 4).

**If the incident warrants further detailed investigation and action then move to Step 5.**



### 5) Further investigation and recommendations needed

**Step 5:** If the decision from **the DPO** is that the incident requires further investigation, additional information will be requested and a full investigation will be undertaken

**From this investigation, actions and recommendations will be formulated (Step 6)**



## 6) Preventative actions and recommendations acted on

**Step 6:** This internal investigation will highlight any potential control weaknesses in security and any lessons that can be learned from the incident in order to prevent any reoccurrence. These actions and recommendations will need to be acted on promptly and evidence provided to the DPO that the recommendations have been implemented. If necessary, an undertaking will be issued requiring specific actions to be taken and evidenced.

**Confirmation is required that recommendations have been implemented**



## 7) Resolution

**Step 7:** If it is accepted that the incident has been adequately resolved and appropriate measures are in place to stop any reoccurrence, the incident is logged and the matter closed.



## 8) Serious incidents

**Step 8:** If a serious incident has occurred which involves personal information as defined under the General Data Protection Regulation, the **Data Protection Officer (or deputy)** will determine whether the incident needs to be formally reported to the **Information Commissioners Office**. This can lead to enforcement action, including monetary penalties.