

Data Privacy Notice for Pupils Under 12 Years

Any information that the school has about you is called data.

This document is all about your school data and how the school keeps your private information safe.

What is a Privacy Notice?

A Privacy Notice sets out to individuals how we use any personal data that we hold about them. This Privacy Notice explains how we process (collect, store, use and share) personal data about our pupils.

Who this Privacy Notices applies to

This Privacy Notice is intended to provide information about how the School will use (or 'process') the personal data of younger pupils at Watermelon Independent Schools (referred to in this policy as 'pupils').

For the purposes of this Privacy Notice, younger pupils are classed as those current, past or prospective pupils who are 12 years old or younger and will not reach their 13th birthday in the current academic year. For example; a 12 year old child with a 13th birthday in May would be considered to be an 'older pupil' from the previous September when they are still 12 years old.

We are giving parents, carers and guardians (referred to in this policy as 'parents') this Privacy Notice for younger pupils because you are able to exercise your child's data protection rights on their behalf until the academic year in which your child turns 13, at which point they will be considered mature enough to exercise their own data protection rights.

References to the School (or 'we') in this policy are references to Watermelon Independent Schools.

Child Protection and Safeguarding

Child protection and safeguarding requirements always supersede data protection legislation. If information needs to be shared in the interests of child protection and safeguarding, this Privacy Notice can never be used as a reason not to do so.

Parents are reminded that the School is under duties imposed by law and statutory guidance (including Keeping Children Safe in Education (KCSIE)) to record or report incidents and concerns that arise or are reported to us, in some cases regardless of whether they are proven, if they meet a certain threshold of seriousness in their nature or regularity. Copies of the School's Child Protection and Safeguarding policies can be found on the School website. Parents should speak to the Designated Safeguarding Lead if they have any questions or concerns.

KCSIE also requires that, whenever a child leaves the School to join another school or college, their child protection file is promptly provided to the new organisation. The School will retain a copy of the file in accordance with our retention policy for material related to safeguarding matters.

About this Privacy Notice

The School collects, uses, holds and shares ('processes') personal data relating to your child as a current, past or prospective pupil. This makes the School a data controller of your child's personal information, and this Privacy Notice is intended to help you understand how and why we collect personal information about your child, and what we do with that information. It also explains what your and your child's rights are in relation to your child's personal data.

You are encouraged to read this Privacy Notice and understand your and your child's rights and the School's obligations, and to explain it to your child in an age appropriate way.

This Privacy Notice applies alongside any other information the School may provide to you about a particular use of personal data, and applies in addition to the School's other relevant terms and conditions and policies, including:

- the School's Terms and Conditions, which you agree to
- the Data Protection policy and the Data Retention and Disposal policy
- the Child Protection and Safeguarding policies, and pastoral and health and safety policies the CCTV policy
- IT policies, including the Acceptable Use of ICT Agreements and the E Safety policy.

What is personal data?

Personal data is information that the School holds about your child that identifies them as an individual and includes information such as your child's name, date of birth and address as well as things like examination results, medical details, unique pupil number and behaviour records. We will also hold information such as your child's religion or ethnic group for the purposes of meeting your child's educational needs, or to monitor the School's commitments set out in our Equality and Diversity policy. CCTV, photos and video recordings of your child are also personal information. The School's primary reason for using your child's personal information is to provide them with an education.

Responsibility for data protection

The School has appointed the Head teacher as the Data Protection Lead, whose role is to monitor that all personal data is processed in compliance with this Privacy Notice and the principles of the applicable data protection legislation. Any questions about the operation of this Privacy Notice or any concerns that the Privacy Notice has not been followed should be referred in the first instance to the Data Protection Lead (sharon@watermelonschools.com)

The types of personal data we collect and process

Personal data

The personal data that the School may collect and process includes:

- contact and communications information, such as your child's name and addresses, telephone numbers, e-mail addresses, other contact details, and records of communications and interactions with your child;
- references given or received by the School about your child, and relevant information provided by previous educational establishments and/or other professionals or organisations working with your child;
- your child's academic, disciplinary, admissions and attendance records (including information about any special needs your child has) and examination scripts and marks;
- your child's pupil file, including information regarding your child's education and academic performance;
- where appropriate, information about your child's health and welfare;
- nationality and other immigration status information, including passport information, in relation to student visa sponsorship;
- correspondence with you concerning your child; and
- images of your child engaging in School activities, and images captured by the School's CCTV system (in accordance with the School's CCTV policy).

Special category personal data

The School may on occasion also need to collect and process special category personal data concerning health, racial and ethnic origin and religion for example, in accordance with rights or duties imposed on us by law, or from time to time by explicit consent where required. Examples of the reasons why we collect special category personal data are set out in section 9 below.

The legal justification for processing your personal data

The School needs to process your child's personal data as part of our daily operation. We will only process your child's personal data when the law allows us to, in one or more of the following circumstances, which may overlap.

Where it is necessary for our legitimate interests

The School will process your child's personal data where it is necessary for the School's (or sometimes a third party's) legitimate interests. This is the most common ground on which we process personal data.

When we process data because it is necessary for the School's legitimate interests, it must not involve special or sensitive types of data (unless you give consent), and we must balance our legitimate interests with your child's privacy, interests, rights and freedoms.

The School expects that the following uses will fall within the "legitimate interests" category:

- for the purposes of pupil selection, to confirm your child's identity, and to retain a record if appropriate for the purposes of future applications or openings;
- to provide education services;
- to maintain relationships with the school community and promoting the objects of the School. This includes fundraising, using photographs of your child at School and at School events;
- for the purposes of management planning and forecasting, research and statistical analysis, including that imposed or provided for by law;
- to enable relevant authorities to monitor the School's performance and to intervene or assist with incidents as appropriate;
- to give and receive information and references about your child to/from any educational institution your child attends or will attend;
- to safeguard your child's and other pupils' health and welfare, and to provide appropriate pastoral care;
- to monitor (as appropriate) use of the School's IT and communications systems in accordance with the School's Acceptable Use of ICT – pupils policy;
- to make use of photographic images of your child in School publications, on the School's website and (where appropriate) on the School's social media channels in accordance with the Staff Taking, Storing and Using Photographs or Videos policy;
- for security purposes, including CCTV taken in accordance with the School's CCTV policy;
- for regulatory record keeping/compliance purposes in respect of immigration requirements, as a visa sponsor;
- to carry out or cooperate with any School or external complaints, disciplinary or investigation process; and
- where otherwise reasonably necessary for the School's purposes, including to obtain appropriate professional advice and insurance for the School.

Other justifications for processing your child's personal data You give us consent

We may ask for your consent to process your child's personal data as an alternative to relying on legitimate interests or one of the bases below. For example, we may ask for your consent before taking or using photographs and videos if the photograph or video is more intrusive than would usually be expected and we cannot rely on legitimate interests for that use.

If we ask for your consent to use your child's personal data you can withdraw this consent at any time.

We need to perform our contract with you

The School will process your child's personal data in order to fulfil our legal rights, duties and/or obligations with you to provide your child with an education.

We need to comply with a legal obligation

The School may process your child's personal data to comply with its legal obligations, for example, in order to comply with child protection and safeguarding legislation, Keeping Children Safe in Education statutory guidance, and the School's Child Protection and Safeguarding policies.

We have a vital interest

The School will process your child's personal data if it is necessary to protect your child's life. For example, information relating to any medical conditions your child has.

We need to carry out a task in the public interest

The following are examples of when we use your child's information to perform tasks in the public interest:

- providing your child with an education;
- safeguarding and promoting your child's welfare and the welfare of other pupils at the School;
- facilitating the efficient operation of the School; and
- ensuring that the School complies with all of its legal obligations.

Special category personal data

Additional conditions required for processing

We will process special category personal data in a lawful, fair and transparent way and will process it under one of the grounds set out in section 8 of this Privacy Notice. In addition, we will only process special category personal data where one of the following conditions applies:

- you have given us your explicit consent to do so, but only in circumstances where seeking consent is appropriate;
- you or your child has already made the data publicly available; or
- it is necessary:
 - for the purposes of carrying out obligations under social protection law;
 - to protect your child's vital interests;
 - for the establishment, exercise or defence of legal claims, such as where any person has brought a claim or serious complaint against us or your child.
 - to comply with public health requirements; or
 - in connection with some function in the substantial public interest.

Reasons for processing special category personal data

The reasons for collecting special category personal data include:

- to safeguard pupils' welfare and provide appropriate pastoral and medical care, and to take appropriate action in the event of an emergency, incident or accident (for example by disclosing sensitive data to paramedics, the police and social services);
- to caterers or organisers of school trips who need to be made aware of dietary or medical needs;
- to provide educational services in the context of any special educational needs of a pupil;
- to provide educational services in the context of the School's Spiritual, Moral, Social and Cultural or Relationships and Sex Education policies;
- as part of any school or external complaints, disciplinary or investigation process that involves such data, for example if there are SEND, health or safeguarding elements; or
- for insurance purposes;
- for legal and regulatory purposes (for example child protection, diversity monitoring, health and safety and immigration/visa sponsorship compliance) and to comply with our legal obligations and duties of care.

Who has access to personal data and who the School shares it with

Personal data collected by the School will usually remain within the School, and will be processed by appropriate members of staff in accordance with access protocols (i.e. on a 'need to know' basis). However, some functions are outsourced, including certain IT, cloud storage, records management and monitoring activities. The School also uses a range of platforms to support the delivery of education. In accordance with data protection law this type of third-party data processing is subject to contractual assurances by the third party that personal data will be kept securely and processed and used in accordance with the law.

In addition, from time to time, the School will need to share personal information relating to your child with third parties, such as:

- people involved in the delivery of your child's education, such as visiting music teachers and external sports coaches
- online learning platform providers and exam boards;
- a School Counsellor, to support your child's health and wellbeing;
- local safeguarding teams and/or social services;
- appropriate contractors and professional advisers (for example lawyers, insurers, accountants);
- complaints panels,
- Government authorities (for example Department for Education (including National Pupil Database), the Learning Records Service, Information Commissioner's Office, Ofsted, and the local authority); and
- when the school is legally required to do so by a Court Order, Government body, Law enforcement agency or other authority of competent jurisdiction; for example, HM Revenue and Customs or the Police.

How long will we hold information about you?

The School will retain personal data securely, and will retain it for as long as it is needed for the purposes set out in this Privacy Notice or for as long as the law requires us to. The specific periods of time are set out in the School's Data Retention policy.

If you have any specific queries about how our retention policy is applied, or wish to request that personal data that you no longer believe to be relevant is considered for erasure, please contact the Data Protection Lead using the contact details set out above.

However, please bear in mind that the School will often have lawful and necessary reasons to retain some personal data following such request. A limited and reasonable amount of information will be kept for archiving purposes, for example; and even where you have requested we no longer keep in touch with you, we will need to keep a record of that fact in order to fulfil your wishes (called a "suppression record").

Rights

Your child's rights

Your child has the following rights:

- **To be informed about the collection and use of their personal data**
- **To obtain access to, and copies of, the personal data that we hold about them ("subject access request")**
The School will be able to respond more quickly to smaller, targeted requests for personal data made during term time. If the request is excessive or similar to previous requests, the School may ask you to reconsider, or require a reasonable fee for the administrative costs of complying with the request, or in certain cases refuse the request (if permitted under data protection law).
- **To require us to correct personal data we hold if it is incorrect**
The School will endeavour to ensure that all personal data held is as up to date and accurate as possible, but you have the right to request that any out-of-date, irrelevant or inaccurate information about your child is erased or corrected, and you should let the School know if you believe that data is inaccurate or not up to date. The School will not (subject to data protection law) necessarily delete or amend views, opinions, notes or records purely on the request of an individual who disputes the account, although we

may keep a record of all parties' viewpoints.

- **To require us (in certain circumstances) to erase their personal data**

A request for a "right to be forgotten" may be refused if processing is necessary for one of a number of specific reasons, for example, to comply with a legal obligation or where it falls within a proportionate legitimate interest identified in this Privacy Notice. Generally, if the School still considers the processing of the personal data to be reasonably necessary, it is entitled to continue. All such requests will be considered on their own merits.

- **To restrict our data processing activities**

- **To obtain and reuse the personal data that we hold for them**

- **To object to any of our particular processing activities** where you feel this has a disproportionate impact on your child's rights.

You can find out more about your child's rights under applicable data protection legislation from the Information Commissioner's Office website available at www.ico.org.uk.

The provision of information

Subject Access Requests

Pupils can make subject access requests for their own personal data provided that, in the reasonable opinion of the School, they have sufficient maturity to understand the request they are making. The School generally assumes that younger pupils do not have the requisite level of maturity, however, this is not an absolute rule, and pupils in Year 7 may be sufficiently mature to have a say in this decision, depending on the child and the circumstances.

A pupil of any age may ask a parent to make a subject access request on their behalf. However, although a parent will generally be entitled to make a subject access request on behalf of younger pupils, the law still considers the information in question to be the child's.

All information requests from, on behalf of, or concerning pupils, whether made under subject access or simply as an incidental request will be considered on a case-by-case basis, and requests not considered in pupils' best interests may sometimes be refused.

Educational information supplied to parents

Parents may not always have a statutory right to information under a subject access request, for example where the request is manifestly unfounded or excessive, but they will often have a legitimate interest or expectation in receiving certain information about pupils without their consent. The School may consider there are lawful grounds for sharing with or without reference to that pupil.

Parents will in general receive educational and pastoral updates about their children. Where parents are separated, the School will in most cases aim to provide the same information to each person with parental responsibility, but may need to factor in all the circumstances including the express wishes of the child, court orders, or pastoral issues.

Limits to your child's rights

Lawful grounds for processing and exempt data

The rights set out in section 13.1 are not absolute, and the availability of the rights will depend on the lawful grounds on which we are processing your child's personal data (as set out in section 8).

In addition, the rights listed in 13.1 are limited to your child's own personal data and certain data is exempt. This will include information which identifies other individuals, or information which is subject to legal privilege (for example legal advice given to or sought by the School, or documents prepared in connection with a legal action, or where a duty of confidence is owed by a legal adviser).

Examination scripts

The School is not required to disclose pupil examination scripts (or other information consisting solely of pupil test answers, which potentially includes mock exam scripts or other types of exams/tests used to assess performance, although markers' comments may still be disclosable if they constitute pupil personal data). The School is also not required to provide examination or other test marks ahead of their ordinary publication date, nor share any confidential reference held by the School that was (or will be) given for the purposes of the education, training, appointment or employment of any individual.

These exemptions may necessarily apply also in the context of teacher-assessed grades, where required in the absence of formal public examinations due to pandemic conditions.

Responding to the exercise of your child's rights

The School will aim to respond to any requests as soon as is reasonably possible and in any event within statutory time-limits, which is generally one month, but fulfilling more complex or multiple requests, for example those involving third party information, may take two to three months longer.

Keeping this information safe

It is important that only people who need to use your information can see it. The school keeps your information safe by following the procedures detailed in the Data Protection Policy for the school. The School will take appropriate technical and organisational steps to ensure the security of personal data, including policies around the use of technology and devices, and access the school systems.

All staff are made aware of this policy and their duties under data protection legislation and receive relevant training.

Queries and complaints

Any comments or queries about this Privacy Notice should be directed to the Data Protection Lead using the following details: sharon@watermelonschools.com.

If you believe that the School has not complied with this Privacy Notice, or acted otherwise than in accordance with data protection law, you should notify the Data protection Lead, Sharon Dhesi or the School's Data Protection Officer (DPO) at the School DPO Service via email sharon@watermelonschools.com or via writing;

2 Avenue Close
Birmingham
B7 4NU

Younger pupils may contact their key worker. You can also make a referral or lodge a complaint with you can speak with the Data Protection Lead in school, Sharon Dhesi, or the school's Data Protection Officer. - the Information Commissioner's Office who could also help at <https://ico.org.uk/concerns/>.

Review

The content of this Privacy Notice will be reviewed July 2025.