

Protection of Biometric Information Fairfax Multi-Academy Trust

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Protection of Biometric Information

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1 Policy statement

1.1 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**
- **UK General Data Protection Regulation (UK GDPR)**
- **DfE (2018) 'Protection of biometric information of children in schools and colleges'**

1.2 This policy operates in conjunction with the following Trust policy and procedures:

- **Data Protection Policy**
- **Data Breach Procedure**
- **Data Protection Impact Assessment (DPIA) Procedure**
- **Subject Access Request (SAR) Procedure**
- **Retention Schedule**

2 About this policy

2.1 This policy and any other documents referred to in it set out the basis on which we will **process** any **biometric information** we collect from **data subjects**, or that is provided to us by **data subjects** or other sources.

2.2 This policy does not form part of any employee's contract of employment and may be amended at any time.

2.3 This policy sets out rules on protecting **biometric information** and the legal conditions that must be satisfied when we process **biometric information**.

3 Definition of biometrics information terms

3.1 **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.

3.2 **Biometric information:** 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.

- 3.3 **Consent: GDPR** requires that **consent** must be freely given, that the academy must keep a record to demonstrate consent; be able to display prominence and clarity of consent requests; and advise the right to withdraw consent easily and at any time.
- 3.4 **Data controller:** Under data protection law, the Trust is the **data controller** for all **biometric information** held by the academies.
- 3.5 **Processing biometric information: Processing biometric information** 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 students' **biometric information**, e.g. taking measurements from a fingerprint via a fingerprint scanner.
 - Storing students' **biometric information** on a database.
 - Using students' **biometric information** as part of an electronic process, e.g. by comparing it with **biometric information** stored on a database to identify or recognise students.
- 3.6 **Special category data: Personal data** which the **GDPR** says is more sensitive, and so needs more protection – where **biometric information** is used for identification purposes, it is considered **special category data**.

4 Roles and responsibilities

- 4.1 The Trust's **Board of Directors** are responsible for approving this policy.
- 4.2 **Academy Principals** are responsible for ensuring the provisions in this policy are implemented consistently.
- 4.3 The Trust's **Data Protection Officer (DPO)** is responsible for;
- Monitoring the academy's compliance with data protection legislation in relation to the use of **biometric information**.
 - Advising on when it is necessary to undertake a **data protection impact assessment (DPIA)** in relation to the academy's biometric system(s).
 - Being the first point of contact for the **Information Commissioners Office (ICO)**.



5 Data protection principles

- 5.1 The academy processes all **personal data**, including **biometric information**, in accordance with the key principles set out in the **GDPR**.
- 5.2 The academy must ensure **biometric information** 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.
- 5.3 The Trust is **data controller**, the academy is responsible for being able to demonstrate its compliance with the provisions outlined in 5.2.

6 Data protection impact assessments (DPIAs)

- 6.1 Prior to processing biometric information or implementing a system that involves processing biometric information, a **DPIA** will be carried out.
- 6.2 The **DPO controls** the **Data Protection Impact Assessment (DPIA)** procedure for the Trust and must be contracted prior to beginning a **DPIA**.
- 6.3 The **DPO** 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.
- 6.4 When assessing levels of risk, the likelihood and the severity of any impact on individuals will be considered.



- 6.5 If a high risk is identified that cannot be mitigated, the **DPO** will consult the **ICO** before the processing of the **biometric information** begins.
- 6.6 The **ICO** will provide the school with a written response (within eight weeks or 14 weeks in complex cases) advising whether the risks are acceptable, or whether the school needs to take further action. In some cases, the **ICO** may advise the school to not carry out the processing.
- 6.7 The Trust will adhere to any advice from the **ICO**.

7 Consent

- 7.1 Prior to any **biometric recognition system** being put in place or processing of **biometric information**, the academy must request written **consent** for the use of **biometric information**.
- 7.2 **Consent** must be freely given. Academies must request written consent advising an explicit yes or no answer to consenting to the processing of **biometric information**.
- 7.3 **Consent** must not be gained through an opt-out option.
- 7.4 If there is no reply to the **consent** request, the academy must determine this as **consent** is not provided.
- 7.5 The academy must keep a record of **consent** as part of the student/staff file.
- 7.6 Request for **consent** from individuals must advise the following:
- Details about the type of **biometric information** to be taken
 - Details of the system(s) that will be used to hold and process the **biometric information**
 - How the **biometric information** will be used
 - The right to refuse or withdraw their consent
 - The academy's duty to provide reasonable alternative arrangements for those students whose information cannot be processed
- 7.7 Consent can be withdrawn at any time, see 8.9 for withdrawal of student biometric information, and 9.2 for staff withdrawal.
- 7.8 Alternative arrangements must be provided to any individual that does not **consent** to take part in the academy's **biometric system(s)**, in line with section 10 of this policy.



8 Student consent

- 8.1 **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**.
- 8.2 In line with both the **Protection of Freedoms Act 2012** and **GDPR** for students' in Year 9 or above, the academy will request **consent** from the student as well as the parent. See **Appendix 1** for an overview of the requirements.
- 8.3 The written **consent** of at least one parent must be obtained before the data is taken from the student and used. This applies to all students under the age of 18. In no circumstances can a student's **biometric information** be processed without written consent from parents.
- 8.4 The written **consent** of students in Year 09 or above must also be obtained before the data is taken from the student and used. For students already on roll, the written **consent** of students must be sought during the Autumn Term of Year 09.
- 8.5 Academies must ensure that each parent of a child is notified of the academy's intention to use a student's **biometric information** as part of an **automated biometric recognition system**.
- 8.6 Where the name of only one parent is included on the admissions register, the academy will consider whether any reasonable steps can or should be taken to ascertain the details of the other parent.
- 8.7 The academy 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 student requires that a particular parent is not contacted, e.g. where a student has been separated from an abusive parent who must not be informed of the student's whereabouts.
 - It is otherwise not reasonably practicable for a particular parent to be notified or for their **consent** to be obtained.
- 8.8 Where neither parent of a student can be notified for any of the reasons set out in 8.6, **consent** will be sought from the following individuals or agencies as appropriate:
- If a student is being 'looked after' by the **Local Authority (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 student and written **consent** will be obtained from at least one carer before the student's biometric information can be processed.

8.9 The academy will not process the **biometric information** of a student under the age of 18 in the following circumstances:

- The student (verbally or non-verbally) objects or refuses to participate in the processing of their biometric information
- No parent or carer has consented in writing to the processing.
- A parent or carer of the student has objected in writing to such processing, even if another parent has given written consent.

8.10 Parents and students can object to participation in the academy's biometric system(s) or withdraw their consent at any time. Where this happens, any **biometric information** relating to the student that has already been captured must be deleted.

8.11 If a student objects or refuses to participate, or to continue to participate, in activities that involve the processing of their **biometric information**, the academy will ensure that the student's **biometric information** is not taken or used as part of a **biometric recognition system**, irrespective of any consent given by the student's parent(s).

8.12 **Consent** is considered valid for the duration of a student's for the duration that the student is on roll at the academy unless **consent** is withdrawn by the student or parent.

9 Staff consent

9.1 Where staff members or other adults use the academy's **biometric system(s)**, **consent** will be obtained from them before they use the system.

9.2 Staff and other adults can object to taking part in the **academy's biometric system(s)** and can withdraw their **consent** at any time. This must be in writing. Where this happens, any **biometric information** relating to the individual that has already been captured must be deleted.

9.3 For staff, **consent** is considered valid for the duration of employment, unless **consent** is withdrawn.

10 Alternative arrangements

10.1 Parents, students, staff members and other relevant adults have the right to not take part in the **academy's biometric system(s)**.



- 10.2 Where an individual objects to taking part in the academy's **biometric system(s)**, reasonable alternative arrangements will be provided that allow the individual to access the relevant service, e.g. where a **biometric system** uses student's fingerprints to pay for school meals, the student will be able to use a pre-programmed card, unique number or other suitable means determined by the academy.
- 10.3 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 student's parents, where relevant).

11 Data retention

- 11.1 **Biometric information** will be managed and retained in line with the Trust's **retention schedule**.
- 11.2 If an individual (or a student's parent, where relevant) withdraws their **consent** for their/their child's **biometric information** to be processed, it must be erased from the academy's system(s) without undue delay.

12 Data breaches

- 12.1 The Academy is responsible for ensuring there are appropriate and robust security measures in place to protect the **biometric information** held by the academy.
- 12.2 Any suspected data breach must be immediately reported to the **Academy Principal** and the Trust's **Data Protection Officer (DPO)**.
- 12.3 Any suspected data breach to the academy's biometric system(s) will be dealt with in accordance with the Trust's **Data Protection Policy** and be reviewed using the Trust's **Data Breach Procedure**.

13 Subject access requests (SAR)

- 13.1 Any subject access requests (SAR) for biometric information will be dealt with in accordance with the Trust's **Data Protection Policy** and be reviewed using the Trust's **Subject Access Request (SAR) Procedure**.

14 Monitoring and review

- 14.1 The **Board of Directors** are responsible for reviewing this policy.
- 14.2 Any changes made to this policy will be communicated to the academies within the Trust advising any necessary actions.



APPENDIX 1 - OVERVIEW OF STUDENT CONSENT COLLECTION

NEW STUDENTS JOINING THE ACADEMY

New Student Joining the Academy	Reception	Year 01	Year 02	Year 03	Year 04	Year 05	Year 06	Year 07	Year 08	Year 09	Year 10	Year 11	Year 12	Year 13
Notify both parents of biometric consent	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Written consent from one parent	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Written consent from students	No	No	No	No	No	No	No	No	No	Yes	Yes	Yes	Yes	Yes

EXISTING STUDENTS ON ROLL AT THE ACADEMY

Existing Students at the Academy	Reception	Year 01	Year 02	Year 03	Year 04	Year 05	Year 06	Year 07	Year 08	Year 09	Year 10	Year 11	Year 12	Year 13	
Notify both parents of biometric consent	NOTIFY PRIOR TO STUDENT JOINING THE ACADEMY												➔		
Written consent from one parent	COLLECT PRIOR TO STUDENT JOINING THE ACADEMY – LASTS THE DURATION OF TIME STUDENT AT THE ACADEMY														
Written consent from students										COLLECT IN YEAR 09 - LASTS DURATION					➔

