



Uimhir Rolla 19390u

**The Board of Management,
St. Mark's Senior National School,
Springfield, Tallaght,
Dublin 24.**

Phone: (01) 4513138

Fax: (01)4527808

Email: principal@saintmarks.ie

DATA PROTECTION POLICY

INTRODUCTORY STATEMENT

Saint Mark's S.N.S. Data Protection Policy applies to the *personal data* held by the school's Board of Management (BoM), which is protected by the Data Protection Acts 1988 to 2018 and the EU General Data Personal Regulation (GDPR)

The policy applies to all school staff, the Board of Management, parents/guardians, students and others (including prospective or potential students and their parents/guardians and applicants for staff positions within the school) insofar as the measures

under the policy relate to them. Data will be stored securely so that confidential information is protected in compliance with

relevant legislation. This policy sets out how personal data and special categories of personal data will be protected by the school

Saint Mark's S.N.S. operates a "*Privacy by Design*" method in relation to Data Protection. This means we plan carefully when

gathering personal data so that we build in the *data protection principles* as integral elements of all data operations in

advance. We audit the personal data we hold to:

1. be able to provide access to individuals to their data
2. ensure it is held securely
3. document our data protection procedures
4. enhance accountability and transparency

DATA PROTECTION PRINCIPLES

The school BoM is a *data controller* of *personal data* relating to its past, present and future staff, students, parents/guardians

and other members of the school community. As such, the BoM is obliged to comply with the principles of data protection set

out in the Data Protection Acts 1988 to 2018 and GDPR, which can be summarised as follows:

1. Obtain and process Personal Data fairly

Information on students is gathered with the help of parents/guardians and staff. Information is also transferred from their

previous schools. In relation to information the school holds on other individuals (members of staff, individuals applying for

positions within the School, parents/guardians of students, etc.), the information is generally furnished by the individuals

themselves with full and informed consent and compiled during their employment or contact with the School.

All such data is treated in accordance with the Data Protection legislation and the terms of this Data Protection Policy. The

information will be obtained and processed fairly

2. Consent

Where consent is the basis for the provision of personal data, (e.g. data required to join a sports team/ after-school activity or any

other optional school activity) the consent must be a freely given, specific, informed and unambiguous indication of the data

subject's wishes. Saint Mark's S.N.S. will require a clear, affirmative action e.g. ticking of a box/signing a document to indicate consent. Consent can be withdrawn by data subjects in these situations.

3. *Keep it only for one or more specified and explicit lawful purposes*

The BoM will inform individuals of the reasons they collect their data and the uses to which their data will be put. All information is kept with the best interest of the individual in mind at all times

4. *Process it only in ways compatible with the purposes for which it was given initially*

Data relating to individuals will only be processed in a manner consistent with the purposes for which it was gathered. Information will only be disclosed on a 'need to know' basis and access to it will be strictly controlled

5. *Keep Personal Data safe and secure*

Only those with a genuine reason for doing so may gain access to the information. Personal Data is securely stored under lock and key in the case of manual records and protected with computer software and password protection in the case of electronically stored data. Portable devices storing personal data (such as laptops) are encrypted and password-protected

6. *Keep Personal Data accurate, complete and up-to-date*

Students, parents/guardians, and/or staff should inform the school of any change which the school should make to their personal data and/or sensitive personal data to ensure that the individual's data is accurate, complete and up-to-date. Once informed, the school will make all necessary changes to the relevant records. Records must not be altered or destroyed without proper authorisation. If alteration/correction is required, then a note of the fact of such authorisation and the alteration(s) to be made to any original record/documentation should be dated and signed by the person making that change

7. *Ensure that it is adequate, relevant and not excessive*

Only the necessary amount of information required to provide an adequate service will be gathered and stored

8. *Retain it no longer than is necessary for the specified purpose or purposes for which it was given*

As a general rule, the information will be kept for the duration of the individual's time in the school. Thereafter, the school will comply with DES guidelines on the storage of Personal Data relating to a student. In the case of members of staff, the school will comply with both DES guidelines and the requirements of the Revenue Commissioners with regard to the retention of records relating to employees. The school may also retain the data relating to an individual for a longer length of time to comply with relevant provisions of law and or/defend a claim under employment legislation and/or contract and/or civil law. See School Record Retention table

9. *Provide a copy of their data to any individual on request*

Individuals have a right to know and have access to a copy of personal data held about them, by whom, and the purpose for which it is held

SCOPE

The Data Protection legislation applies to the keeping and processing of *Personal Data*. The purpose of this policy is to assist the school to meet its statutory obligations, to explain those obligations to School staff, and to inform staff, students and their parents/guardians how their data will be treated. The policy applies to all school staff, the Board of Management, parents/guardians, students and others (including prospective or potential students and their parents/guardians, and applicants for staff positions within the school) insofar as the school

handles or processes their *Data* in the course of their dealings with the school

Definition of Data Protection Terms

To properly understand the school's obligations, there are some key terms, which should be understood by all relevant school staff:

Personal Data means any data relating to an identified or identifiable natural person i.e. a living individual who is or can be

identified either from the data or from the data in conjunction with other information that is in, or is likely to come into, the

possession of the Data Controller (BoM)

Data Controller is the Board of Management of the school (note: circular 12/2024 - the employer together with Medmark Limited and the Department are deemed to be Joint Controllers in respect of the data processed for Occupational Health)

Data Subject - is an individual who is the subject of personal data

Data Processing - performing any operation or set of operations on data, including:

- Obtaining, recording or keeping the data,
- Collecting, organising, storing, altering or adapting the data
- Retrieving, consulting or using the data
- Disclosing the data by transmitting, disseminating or otherwise making it available
- Aligning, combining, blocking, erasing or destroying the data

Data Processor - a person who processes personal information on behalf of a data controller, but **does not include an**

employee of a data controller who processes such data in the course of their employment, for example, this might mean an

employee of an organisation to which the data controller out-sources work. The Data Protection legislation places responsibilities on such entities in relation to their processing of the data. [Aladdin; School accounting]

Special categories of Personal Data refer to *Personal Data* regarding a person's

- racial or ethnic origin
- political opinions or religious or philosophical beliefs
- physical or mental health
- sexual life and sexual orientation
- genetic and biometric data
- criminal convictions or the alleged commission of an offence
- trade union membership

Personal Data Breach – a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised

disclosure of, or access to personal data transmitted, stored or otherwise processed. This means any compromise or loss of

personal data, no matter how or where it occurs

RATIONALE

In addition to its legal obligations under the broad remit of educational legislation, the school has a legal responsibility to

comply with the Data Protection Acts 1988 to 2018 and the GDPR.

This policy explains what sort of data is collected, why it is collected, for how long it will be stored and with whom it will be

shared. The school takes its responsibilities under data protection law very seriously and wishes to put in place safe practices

to safeguard individual data. It is also recognised that recording factual information accurately and storing it safely facilitates an evaluation of the information, enabling the Principal and Board of Management to make decisions concerning

the efficient running of the School. The efficient handling of data is also essential to ensure that there is consistency and

continuity when there are changes of personnel within the school and the Board of Management

OTHER LEGAL OBLIGATIONS

Implementation of this policy takes into account the school's other legal obligations and responsibilities. Some of these are

directly relevant to data protection. *For example:*

Under **Section 9(g) of the Education Act, 1998**, the parents of a student, or a student who has reached the age of 18 years,

must be given access to records kept by the school relating to the progress of the student in their education

Under **Section 20 of the Education (Welfare) Act, 2000**, the school must maintain a register of all students attending the

School

Under **Section 20(5) of the Education (Welfare) Act, 2000**, a Principal is obliged to notify certain information relating to the

child's attendance in school and other matters relating to the child's educational progress to the Principal of another school to

which a student is transferring. Saint Mark's S.N.S. sends, by post, a copy of a child's *Passport*, as provided by the National

Council for Curriculum and Assessment, to the Principal of the Post-Primary School, in which the pupil has been enrolled

Where reports on pupils which have been completed by professionals, apart from Saint Mark's S.N.S. staff, are included in

current pupil files, such reports are only passed to the Post-Primary school following express written permission having been

sought and received from the parents of the said pupils

Under **Section 21 of the Education (Welfare) Act, 2000**, the school must record the attendance or non-attendance of students

registered at the school on each school day.

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Under **Section 28 of the Education (Welfare) Act, 2000**, the School may supply *Personal Data* kept by it to certain prescribed

bodies (the Department of Education and Skills, Tusla, the National Council for Special Education and other schools). The

BoM must be satisfied that it will be used for a 'relevant purpose' (which includes recording a person's educational or training

history or monitoring their educational or training progress; or for carrying out research into examinations, participation in

education and the general effectiveness of education or training)

Under **Section 14 of the Education for Persons with Special Educational Needs Act, 2004**, the school is required to furnish

to the National Council for Special Education (and its employees, which would include Special Educational Needs Organisers) such information as the Council may from time to time reasonably request

The **Freedom of Information Act 1997** provides a qualified right to access to information held by public bodies which does

not necessarily have to be "personal data", as with data protection legislation. While most schools are not currently subject to

freedom of information legislation, (except schools under the direction of Education and Training Boards), if a school has furnished information to a body covered by the Freedom of Information Act (such as the Department of

Education

and Skills, etc.) these records could be disclosed by that body if a request is made to that body

Under **Section 26(4) of the Health Act, 1947** a School shall cause all reasonable facilities (including facilities for obtaining

names and addresses of pupils attending the school) to be given to a health authority who has served a notice on it of medical

inspection, e.g. a dental inspection

Under the **Children First Act 2015**, *mandated persons in schools* have a responsibility to report child welfare concerns to

TUSLA- Child and Family Agency (or in the event of an emergency and the unavailability of TUSLA, to An Garda Síochána)

RELATIONSHIP TO THE CHARACTERISTIC SPIRIT OF THE SCHOOL:

Saint Mark's S.N.S. seeks to:

- enable students to develop their full potential
- provide a safe and secure environment for learning
- promote respect for the diversity of values, beliefs, traditions, languages and ways of life in society

We aim to achieve these goals while respecting the privacy and data protection rights of students, staff, parents/guardians and others who interact with us. The school wishes to achieve these aims/missions while fully respecting individuals' rights to privacy and rights under the Data Protection legislation.

PERSONAL DATA

The *Personal Data* records held by the school may include:

1. Staff records:

a) Categories of staff data:

As well as existing members of staff (and former members of staff), these records may also relate to applicants applying for positions within the school, trainee teachers and teachers under probation. These staff records may include:

- Name, address and contact details, PPS number.
- Name and contact details of next-of-kin in case of emergency.
- Original records of application and appointment to promotion posts
- Details of approved absences (career breaks, parental leave, study leave, etc.)
- Details of work record (qualifications, classes taught, subjects, etc.)
- Details of any accidents/injuries sustained on school property or in connection with the staff member carrying out their school duties
- Records of any reports the school (or its employees) have made in respect of the staff member to State departments and/or other agencies under the Children First Act 2015

b) Purposes:

Staff records are kept for:

- the management and administration of school business (now and in the future)
- to facilitate the payment of staff, and calculate other benefits/entitlements (including reckonable service for the purpose of calculation of pension payments, entitlements and/or redundancy payments where relevant)
- to facilitate pension payments in the future
- human resources management
- recording promotions made (documentation relating to promotions applied for) and changes in responsibilities, etc.
- to enable the school to comply with its obligations as an employer, including the preservation of a safe, efficient working and teaching environment (including complying with its responsibilities under the Safety, Health and Welfare at Work Act 2005)
- to enable the school to comply with requirements set down by the Department of Education and Skills, the Revenue Commissioners, the National Council for Special Education, TUSLA, the HSE, and any other governmental, statutory and/or regulatory departments and/or agencies
- and for compliance with legislation relevant to the school.

c) Location and Security procedures of Saint Mark's S.N.S.:

- a. Manual records are kept in a secure, locked filing cabinet in locked administration offices. The contents of this cabinet are only accessible to personnel who are authorised to use the data. Employees are required to maintain the confidentiality of any data to which they have access.
- b. Digital records are stored on password-protected computers with adequate encryption and firewall software. The school has the burglar alarm activated during out-of-school hours.

2. Student records:

a) Categories of student data:

These may include:

- Information which may be sought and recorded at enrolment and may be collated and compiled during the course of the student's time in the school. These records may include:
 - name, address and contact details, PPS number
 - date and place of birth
 - names and addresses of parents/guardians and their contact details (including any special arrangements about guardianship, custody or access)
 - religious belief
 - racial or ethnic origin
 - membership of the Traveller community, where relevant

- whether they (or their parents) are medical cardholders
- whether English is the student's first language and/or whether the student requires English language support
- any relevant special conditions (e.g. special educational needs, health issues, etc.) which may apply
- Information on previous academic records (including reports, references, assessments and other records from any previous school(s) attended by the student
- Psychological, psychiatric and/or medical assessments
- Attendance records
- Photographs and recorded images of students (including at school events and noting achievements) are managed in line with the accompanying policy on school photography.
- Academic record – subjects studied, class assignments, and examination results as recorded on the official School reports
- Records of significant achievements
- Whether the student is exempt from studying Irish
- Records of disciplinary issues/investigations and/or sanctions imposed
- Other records e.g. records of any serious injuries/accidents, etc. (Note: it is advisable to inform parents that a particular incident is being recorded).
- Records of any reports the school (or its employees) have made in respect of the student to State Departments and/or other agencies under the Children First Act 2015.

b) Purposes: The purposes for keeping student records include:

- to enable each student to develop to his/her full potential
- to comply with legislative or administrative requirements
- to ensure that eligible students can benefit from the relevant additional teaching or financial supports
- to support the provision of religious instruction
- to enable parents/guardians to be contacted in the case of emergency or the case of school closure, or to inform parents of their child's educational progress or to inform parents of school events, etc.
- to meet the educational, social, physical and emotional requirements of the student
- photographs and recorded images of students are taken to celebrate school achievements, e.g. compile yearbooks, establish a school website, record school events, and keep a record of the history of the school. Such records are taken and used by the 'School Photography Procedures' and 'School Website Privacy Statement'.
- to ensure that the student meets the school's admission criteria
- to ensure that students meet the minimum age requirement for attendance at Primary School.
- to ensure that any student seeking an exemption from Irish meets the criteria to obtain such an exemption from the authorities
- to furnish documentation/information about the student to the Department of Education and Skills, the National Council for Special Education, TUSLA, and other schools, etc. in compliance with law and directions issued by government departments
- to furnish, when requested by the student (or their parents/guardians in the case of a student under 18 years) documentation/information/references to second-level educational institutions.

c) (Location and Security procedures as above):

3. Board of Management records:

a) Categories of Board of Management data:

- Name, address and contact details of each member of the Board of Management (including former members of the Board of Management)
- Records about appointments to the Board
- Minutes of Board of Management meetings and correspondence to the Board which may include references to individuals.

b) Purposes:

To enable the Board of Management to operate in accordance with the Education Act 1998 and other applicable legislation and to maintain a record of Board appointments and decisions.

c) (Location and Security procedures as above):

4. Other Records: Creditors

a) Categories of Board of Management data:

The school may hold some or all of the following information about creditors (some of whom are self-employed individuals):

- name
- address

- contact details
- PPS number
- tax details
- bank details and
- amount paid

b) Purposes: The purposes for keeping creditor records are:

This information is required for routine management and administration of the school's financial affairs, including the payment of invoices, the compiling of annual financial accounts and complying with audits and investigations by the Revenue Commissioners.

c) (Location and Security procedures as above):

5. Other Records: Charity Tax-back Forms

a) Categories of Board of Management data:

The school may hold the following data about donors who have made charitable donations to the school:

- name
- address
- telephone number
- PPS number
- tax rate
- signature and the gross amount of the donation.

b) Purposes: The purposes for keeping creditor records are:

Schools are entitled to avail of the scheme of tax relief for donations of money they receive. To claim the relief, the donor must complete a certificate (CHY2) and forward it to the school to allow it to claim the grossed-up amount of tax

associated with the donation. The information requested on the appropriate certificate is the parents' name, address,

PPS number, tax rate, telephone number, signature and the gross amount of the donation. This is retained by the School

in the event of audit by the Revenue Commissioners.

c) (Location and Security procedures as above):

CCTV IMAGES/RECORDINGS-

CCTV is installed in Saint Mark's S.N.S.

These CCTV systems may record images of staff, students and members of the public who visit the premises.

See CCTV Policy.

Purposes:

Safety and security of staff, students and visitors and to safeguard school property and equipment.

Security:

Access to images/recordings is restricted to the Principal, Deputy Principal and individually designated staff member by the Principal of the school. Recordings are retained for 28 days, except if required for the investigation of an incident. Images/recordings may be viewed or made available to An Garda Síochána pursuant to Data Protection Acts legislation.

EXAMINATION RESULTS

The school will hold data comprising examination results in respect of its students. These include class, mid-term, annual and continuous assessment results and the results of Standardised Tests.

Purposes:

The main purpose for which these examination results are held is to monitor a student's progress and to provide a sound basis

for advising them and their parents or guardians about educational attainment levels and recommendations for the future. The

data may also be aggregated for statistical/reporting purposes, such as to compile results tables. The data may be transferred

to the Department of Education and Skills, the National Council for Curriculum and Assessment and other schools to which pupils move.

Location and Security procedures

As above

LINKS TO OTHER POLICIES AND CURRICULUM DELIVERY

Our school policies need to be consistent with one another, within the framework of the overall School Plan.

Relevant school

policies already in place or being developed or reviewed shall be examined concerning the *Data Protection Policy* and

any implications which it has for them shall be addressed.

The following policies may be among those considered:

- Pupil Online Database (POD): Collection of the data to comply with the Department of Education and Skills' pupil online database.
- Child Protection Procedures
- Anti-Bullying Procedures
- Code of Behaviour
- Enrolment Policy
- ICT Acceptable Usage Policy
- Assessment Policy
- Special Educational Needs Policy
- Library Policy
- Book-Rental Policy
- Critical Incident Policy
- Student Council Policy
- Attendance Policy

PROCESSING IN LINE WITH A DATA SUBJECT'S RIGHTS

Data in this school will be processed in line with the data subject's rights. Data subjects have a right to:

- Know what personal data the school is keeping on them
- Request access to *any data* held about them by a data controller
- Prevent the processing of their data for direct marketing purposes
- Ask to have inaccurate data amended
- Ask to have data erased once it is no longer necessary or irrelevant.

Data Processors

Where the school outsources to a data processor off-site, it is required by law to have a written contract in place (*Written Third-party service agreement*). Saint Mark's S.N.S. third-party agreement specifies the conditions under which the data may be processed, the security conditions attached to the processing of the data and that the data must be deleted or returned upon completion or termination of the contract.

Personal Data Breaches

All incidents in which personal data has been put at risk must be reported to the Office of the Data Protection Commissioner within 72 hours.

When the personal data breach is likely to result in a high risk to the rights and freedoms of natural persons, the BoM must

communicate the personal data breach to the data subject without undue delay.

If a data processor becomes aware of a personal data breach, it must bring this to the attention of the data controller (BoM)

without undue delay.

Dealing with a data access request

Individuals are entitled to a copy of their data on written request. The individual is entitled to a copy of their data. The request must be responded to within one month. An extension may be required e.g. over holiday periods. No fee may be charged except in exceptional circumstances where the requests are repetitive, manifestly unfounded or excessive. No personal data can be supplied relating to another individual apart from the data subject

PROVIDING INFORMATION OVER THE PHONE

An employee dealing with telephone enquiries should be careful about disclosing any personal information held by the school

over the phone. In particular, the employee should:

- Ask that the caller put their request in writing
- Refer the request to the Principal for assistance in difficult situations
- Not feel forced into disclosing personal information

IMPLEMENTATION ARRANGEMENTS, ROLES AND RESPONSIBILITIES

The BoM is the data controller and the Principal implements the Data Protection Policy, ensuring that staff who handle or

have access to *Personal Data* and are familiar with their data protection responsibilities

The following personnel have responsibility for implementing the Data Protection Policy:

| Name | Responsibility |
|---|--------------------------|
| Board of Management: | Data Controller |
| Principal Michael Daly & Leadership and Management Team | Implementation of Policy |

MONITORING THE IMPLEMENTATION OF THE POLICY

The implementation of the policy shall be monitored by the Principal, staff and the Board of Management

REVIEWING AND EVALUATING THE POLICY

The policy will be reviewed and evaluated every 2 years. On-going review and evaluation will take cognisance of changing information or guidelines (e.g. from the Data Protection Commissioner, Department of Education and Skills or TUSLA), legislation and feedback from parents/guardians, students, school staff and others. The policy will be revised as necessary in the light of such review and evaluation and within the framework of school planning.

Signed: Mary Cullen.
Chairperson BoM

Reviewed: 12/3/24

Last review: 2nd March 2015

RELEVANT APPENDICES:

- Records Retention Schedule & Table
- CCTV Policy
- Employee Privacy Statement
- School Website Privacy Statement
- Acceptable Usage Policy
- School Photography Procedures
- Sample Data Protection Impact Assessment