



## Protection of Biometric Data Policy

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Signed by:

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Executive Headteacher

Date: 01/09/2025

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# Protection of Biometric Data Policy

## Statement of intent

Fullhurst Community College is committed to protecting the personal data of all its students and staff; this includes any biometric data we collect and process.

We collect and process biometric data in accordance with relevant legislation and guidance to ensure the data and the rights of individuals are protected. We will treat the data collected with appropriate care, and ensure the processing is necessary and proportionate.

This policy outlines the procedure the school follows when collecting and processing biometric data.

## 1. Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Protection of Freedoms Act 2012
- Data Protection Act 2018
- The UK General Data Protection Regulation (UK GDPR)
- DfE (2022) 'Protection of biometric information of children in schools and colleges'
- DfE (2023) 'Data protection in schools'

This policy operates in conjunction with the following school policies:

- GDPR - Data Protection Policy

## 2. Definitions

**"Biometric data"** is personal information, resulting from specific technical processing, 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, hand measurements, and voice. All biometric data is personal data.

An **"automated biometric recognition system"** is 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. Biometric recognition systems can use many kinds of physical or behavioural characteristics, such as those listed above.

**“Processing biometric data”** 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 data, e.g. taking measurements from a fingerprint via a fingerprint scanner.
- Storing students’ biometric information on a database.
- Using students’ biometric data as part of an electronic process, e.g. by comparing it with biometric information stored on a database to identify or recognise students.

**“Special category data”** is personal data which the UK GDPR says is more sensitive, and so needs more protection. Where biometric data is used for identification purposes, e.g. through keystroke analysis, it is considered special category data.

### **3. Roles and responsibilities**

The governing body will be responsible for:

- Ensuring data protection performance is monitored regularly.
- Providing support to the DPO, as necessary.
- Ensuring effective network security infrastructure is in place to keep personal data protected.
- Reviewing this policy every year.

The Executive Headteacher will be responsible for:

- Ensuring the provisions in this policy are implemented consistently.
- Ensuring staff receive appropriate training on data protection annually.
- Deciding on how the school processes and uses biometric data.

The DPO will be responsible for:

- Monitoring the school’s compliance with data protection legislation in relation to the use of biometric data.
- Identifying the additional risks associated with using automated biometric technology by conducting a data protection impact assessment (DPIA).
- Being the first point of contact for the ICO and for individuals whose data is processed by the school and connected third parties.

### **4. Data protection principles**

The school will process all personal data, including biometric data, in accordance with the key principles set out in the UK GDPR. The school will ensure biometric data 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.

As the data controller, the school will be responsible for being able to demonstrate its compliance with the provisions outlined above.

Information will be included in the school's privacy notices explaining how biometric data is to be processed and stored, including the rights available to individuals in respect of the processing.

## **5. Data protection impact assessments (DPIAs)**

Prior to processing biometric data or implementing a system that involves processing biometric data, a DPIA will be carried out. 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.
- Be reviewed frequently and kept updated.

When assessing levels of risk, the likelihood and the severity of any impact on individuals will be considered. If a high risk is identified that cannot be mitigated, the DPO will consult the ICO before the processing of the biometric data begins.

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. The school will adhere to any advice from the ICO.

Each DPIA will be treated as a 'living' document to help manage and review the risks of the processing of the biometric data and the measures put in place on an ongoing basis. DPIAs will be reviewed in response to any changes.

## **6. Notification and consent**

Consent requirements for biometric information are imposed by section 26 of the Protection of Freedoms Act 2012.

Where the school uses students' biometric data as part of an automated biometric recognition system (e.g. using students' fingerprints to receive school dinners instead of paying with cash), the school will comply with the requirements of the Protection of Freedoms Act 2012.

Prior to any biometric recognition system being put in place or processing students' biometric data, the school will send students' parents a Parental Notification and Consent Form for the use of Biometric Data. Written consent through the Fullhurst App or the Fullhurst Admissions website will be sought from at least one parent of the student before the school collects or uses a student's biometric data.

The name and contact details of students' parents will be taken from the school's admission register. Where the name of only one parent is included on the admissions register, the Executive Headteacher will consider whether any reasonable steps can or should be taken to ascertain the details of the other parent.

The school 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.
- It is otherwise not reasonably practicable for a particular parent to be notified or for their consent to be obtained.

Notification sent to parents and other appropriate individuals or agencies will include information regarding the following:

- Details about the type of biometric information to be taken.
- How the data will be used.
- How the data will be stored.
- The parent's and the student's right to refuse or withdraw their consent.
- The school's duty to provide reasonable alternative arrangements for those students whose information cannot be processed.

The school will not process the biometric data 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 data.
- No parent or carer has consented in writing to the processing.
- A parent has objected in writing to such processing, even if another parent has given written consent.

Parents and students will be made aware that they can object to participation in the school's biometric systems or withdraw their consent at any time, and that if they do this, the school will provide them with an alternative method of accessing the relevant services. Students will be informed that they can object or refuse to allow their

biometric data to be collected and used via the Fullhurst App or Admissions Website. The school will ensure that the steps taken to inform students are appropriate to their age and level of understanding. Parents will also be informed of their child's right to object and will be encouraged to discuss this with their child.

Where a student or their parents object, any biometric data relating to the student that has already been captured will be deleted. If a student objects or refuses to participate, or to continue to participate, in activities that involve the processing of their biometric data, the school will ensure that the student's biometric data is not taken or used as part of a biometric recognition system, irrespective of any consent given by the student's parent.

Where staff members or other adults use the school's biometric systems, consent will be obtained from them before they use the system. Staff and other adults can object to taking part in the school's biometric systems and can withdraw their consent at any time. Where this happens, any biometric data relating to the individual that has already been captured will be deleted.

Alternative arrangements will be provided to any individual that does not consent to take part in the school's biometric systems, in line with the Alternative arrangements section of this policy.

## **7. Alternative arrangements**

Parents, students, staff members and other relevant adults have the right to not take part in the school's biometric systems.

Where an individual objects to taking part in the school's biometric systems, 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 cash for the transaction instead.

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 or the student's parents, where relevant.

## **8. Storage and data retention**

Biometric data will be managed and retained in line with the school's Data Protection Policy.

The school will only store and process biometric information for the purpose for which it was originally obtained and consent provides.

If an individual, including a student's parent, where relevant, withdraws their consent for their or their child's biometric data to be processed, it will be erased from the school's system.

## **9. Security and breaches**

The outcome of the DPIA will be used to identify the security measures that will be put in place to protect any unlawful and/or unauthorised access to the biometric data stored by the school.

Biometric data will not be unlawfully disclosed to third parties.

These security measures and the process that will be followed if there is a breach to the school's biometric systems are outlined in the school's Cyber-security Policy.

## **10. Monitoring and review**

The governing body will review this policy every year.

Any changes made to this policy will be communicated to all staff, parents and students.

## **11. School Statement**

### **We believe this policy:**

- Has been reviewed thoroughly by the safeguarding governor and the Designated Safeguarding Lead has been questioned on it to make sure it stands up to scrutiny.
- Flows and is easy to follow.
- Is an essential part of the school.
- Supports staff in managing certain situations.
- Forms an important framework that will ensure consistency in applying values and principles throughout the establishment.
- Provides guidance, consistency, accountability, efficiency, and clarity on how the school operates.
- Provides a roadmap for day-to-day operations.
- Ensures compliance with laws and regulations, gives guidance for decision-making, and streamlining internal processes.
- Is designed to influence and determine all major decisions, actions and all activities taking place within the boundaries set by them.
- Stems from the school's vision and objectives which are formed in strategic management meetings.
- Has been received by all school personnel via appropriate safeguarding training.