



Newton International Academy, Barwa

Data Protection Policy

*An International Community of
Learners, Striving for Excellence and
Celebrating Success*



NEWTON
INTERNATIONAL
ACADEMY | **BARWA**

Statement of Intent

Newton International Academy Barwa (NIA) is committed to safeguarding the personal data of its staff members and students. This policy ensures compliance with the General Data Protection Regulation (GDPR) and relevant local laws, thereby fostering a culture of transparency and accountability in data management. NIA recognises the importance of protecting personal information and is dedicated to maintaining the highest standards of data protection.

Vision

An international community of learners striving for excellence and celebrating success.

Mission

We aim to provide the highest quality of education possible for our students of all abilities. In doing so, we aim to positively encourage each student to achieve academic excellence, enjoy creative diversity, develop critical thinking skills, and become lifelong learners and responsible citizens.

To achieve this, we will provide a diverse education in a safe, supportive environment that promotes self-discipline and motivation. We will provide and maintain a calm, trusting, and caring atmosphere where teaching and learning are meaningful and developed. We will work in partnership with our staff, students, parents, and the wider community to achieve our vision.

Rationale

In an increasingly digital world, the protection of personal data is paramount. NIA is committed to ensuring that all data processing activities are conducted in compliance with GDPR and relevant local laws, thereby safeguarding the rights and freedoms of individuals. This policy outlines the principles and practises that guide our data protection efforts, ensuring that all stakeholders understand their responsibilities in managing personal data.

Newton Group Values:

 Support	 Honesty	 Respect	 Transparent Communication	 Social Responsibility	 Personal Accountability	 Environmental Awareness	 Empathy	 Diversity
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Aim

The aim of this policy is to outline how NIA manages personal data in compliance with GDPR and other relevant legislation. It sets forth the principles of data protection, the rights of individuals, and the responsibilities of staff in handling personal data.

1. Legal Framework

This policy is established in accordance with the following legislation:

- The General Data Protection Regulation (GDPR)
- The Data Protection Act 2018
- The Freedom of Information Act 2000
- The Education (Pupil Information) (England) Regulations 2005 (as amended in 2016)
- The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004
- The School Standards and Framework Act 1998

2. Applicable Data

2.1 Personal Data: Refers to any information that relates to an identifiable, living individual, including names, contact details, and online identifiers.

2.2 Sensitive Personal Data: Includes special categories of personal data as defined by GDPR, such as genetic data, biometric data, and health-related information.

3. Principles

In accordance with GDPR, personal data will be:

- Processed lawfully, fairly, and transparently.
- Collected for specified, legitimate purposes and not further processed in a manner incompatible with those purposes.
- Adequate, relevant, and limited to what is necessary.
- Accurate and kept up-to-date.
- Retained for no longer than necessary.
- Processed securely to protect against unauthorised access, loss, or damage.

4. Accountability

NIA will implement measures to demonstrate compliance with data protection principles, including:

- Clear and transparent privacy policies.
- Internal records of processing activities.
- Regular audits and assessments of data protection practices.



5. Data Protection Officer (DPO)

5.1 A DPO will be appointed to oversee compliance with GDPR and provide guidance on data protection matters.

5.2 The DPO will have professional expertise in data protection law and report directly to the Principal.

6. Lawful Processing

6.1 Data will be processed lawfully under conditions such as consent, legal obligation, public interest, and legitimate interests.

6.2 Sensitive data will only be processed under specific conditions outlined in GDPR.

7. Consent

7.1 Consent will be sought where necessary and must be clear, informed, and freely given.

7.2 Individuals can withdraw consent at any time, and mechanisms for obtaining consent will comply with GDPR standards.

8. The Right to Be Informed

8.1 Individuals will be provided with clear information regarding the processing of their personal data, including the purpose of processing and their rights.

9. The Right of Access

9.1 Individuals have the right to access their personal data and request confirmation of its processing.

10. The Right to Rectification

10.1 Individuals can request correction of inaccurate or incomplete personal data.

11. The Right to Erasure

11.1 Individuals have the right to request deletion of their personal data under certain conditions.

12. The Right to Restrict Processing

12.1 Individuals can request restriction of their personal data processing under specified circumstances.

13. The Right to Data Portability

13.1 Individuals have the right to obtain and reuse their personal data across different services.

14. The Right to Object

14.1 Individuals can object to the processing of their personal data in certain situations.

15. Automated Decision Making and Profiling

15.1 NIA will ensure that individuals are not subject to decisions based solely on automated processing unless specific conditions are met.

16. Privacy by Design and Privacy Impact Assessments

16.1 NIA will implement data protection measures from the outset of any data processing activity and conduct privacy impact assessments where appropriate.

17. Data Breaches

17.1 NIA will have procedures in place to detect, report, and investigate personal data breaches.

18. Data Security

18.1 NIA will implement appropriate technical and organisational measures to ensure the security of personal data.

19. Publication of Information

19.1 NIA will ensure that information about its data processing activities is publicly available and accessible.

20. CCTV and Photography

20.1 The use of CCTV and photography will be conducted in compliance with data protection regulations, ensuring transparency and respect for individual privacy.

21. Data Retention

21.1 Personal data will be retained only for as long as necessary to fulfil the purposes for which it was collected.

22. DBS Data

22.1 Data obtained through the Disclosure and Barring Service (DBS) will be handled in accordance with relevant legislation and guidelines.

23. Policy Review

23.1 This policy will be reviewed annually to ensure it remains compliant with current legislation and best practises.