



## PROTECTION OF BIOMETRICS INFORMATION POLICY

The Oratory School is committed to protecting the personal data of all its pupils 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. This policy outlines the procedures the school follows when collecting and processing biometric data.

### BIOMETRIC INFORMATION AND HOW IT SHOULD BE USED LEGAL FRAMEWORK

- 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
  - General Data Protection Regulation (GDPR)
  - DfE (2018) 'Protection of biometric information of children in schools and colleges'
- This policy operates in conjunction with the Data Protection Policy

### DEFINITIONS

- *Biometric data*: 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.
- *Processing biometric data*: 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 pupils/staff biometric data, e.g. taking measurements from a fingerprint via a fingerprint scanner.
  - Storing pupils/staff biometric information on a database.
  - Using pupils/staff biometric data as part of an electronic process, e.g. by comparing it with biometric information stored on a database to identify or recognise pupils.
- *Special category data*: Personal data which the GDPR says is more sensitive, and so needs more protection. Where biometric data is used for identification purposes, it is considered special category data.

### ROLES AND RESPONSIBILITIES

- The Head Master is responsible for ensuring the provisions in this policy are implemented consistently.

- The Bursar is responsible for reviewing this policy on an annual basis. In addition, they are responsible for monitoring the Schools compliance with data protection legislation in relation to the use of biometric data.

## **DATA PROTECTION PRINCIPLES**

- The School processes all personal data, including biometric data, in accordance with the key principles set out in GDPR.
- The School ensures 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 is responsible for being able to demonstrate its compliance with the provisions outlined above.

## **PROVIDING YOUR CONSENT/OBJECTING**

Please note that the obligation to obtain 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.

- Where the School uses pupils and staff biometric data as part of an automated biometric recognition system (e.g. using pupils' fingerprints to enter buildings for Security and in the refectory for logging meals), the School will comply with the requirements of the Protection of Freedoms Act 2012.
- Written consent will be sought from at least one parent of the pupil before the School collects or uses a pupil's biometric data.
- The name and contact details of the pupil's parents will be taken from the Schools admissions database.
- Where the name of only one parent is included on the Schools admissions database, the Head Master 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 pupil requires that a particular parent is not contacted, e.g. where a pupil has been separated from an abusive parent who must not be informed of the pupil's whereabouts.
- It is otherwise not reasonably practicable for a particular parent to be notified or for their consent to be obtained.
- Where neither parent of a pupil can be notified for any of the reasons set out above, consent will be sought from the following individuals or agencies as appropriate:
  - If a pupil is being 'looked after' by the Local Authority or is accommodated or maintained by a voluntary organisation, the Local Authority 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 pupil (such as a guardian) and written consent will be obtained from at least one carer before the pupil's biometric data can be processed.
- 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
  - The parent's and the pupil's right to refuse or withdraw their consent
- The School will not process the biometric data of a pupil under the age of 18 in the following circumstances:
  - The pupil (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 pupils can object to participation in the School's biometric system(s) or withdraw their consent at any time. Where this happens, any biometric data relating to the pupil that has already been captured will be deleted.
- If a pupil 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 pupil's biometric data is not taken or used as part of a biometric recognition system, irrespective of any consent given by the pupil's parent(s).
- Where staff members or other adults use the school's biometric system(s), 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 system(s) 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**

- Parents, pupils, staff members and other relevant adults have the right to not take part in the School's biometric system(s).

- Where an individual objects to taking part in the school's biometric system(s), reasonable alternative arrangements will be provided.
- 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 pupil's parents, where relevant).

## **DATA RETENTION**

- Biometric data will be managed and retained in line with the Schools' Records Retention guidelines.
- If an individual (or a pupil's parent, where relevant) withdraws their consent for their/their child's biometric data to be processed, it will be erased from the school's system.

## **MONITORING AND REVIEW**

- The Bursar will review this policy on an annual basis.
- The updated policy will be made available to all staff, parents and pupils on the School website. Please note that, when your child leaves the school or ceases to use the biometric system, their biometric information will be securely erased.

### **Data Protection Officer**

The Data Protection Officer is responsible for overseeing data protection within the School so if you do have any questions in this regard, please do contact them on the information below: -

Data Protection Officer: Judicium Consulting Limited  
Address: 72 Cannon Street, London, EC4N 6AE  
Email: [dataservices@judicium.com](mailto:dataservices@judicium.com)  
Web: [www.judiciumeducation.co.uk](http://www.judiciumeducation.co.uk)  
Telephone: 0203 326 9174  
Lead Contact: Craig Stilwell

You can also make a referral to or lodge a complaint with the Information Commissioner's Office (ICO), although the ICO recommends that steps are taken to resolve the matter with us before involving them.