



FE SECTOR DATA SUBJECT RIGHTS PROCEDURE

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DATA SUBJECT RIGHTS PROCEDURE

1. BACKGROUND

- 1.1 Southern Regional College (SRC) must process many categories of personal data to provide education, training and employment. It regards the lawful and correct treatment of personal information as imperative to successful operations and to maintaining confidence between all Data Subjects and the College. We ensure that our organisation treats information it processes lawfully and correctly.
- 1.2 The United Kingdom General Data Protection Regulations (UK GDPR) provides individuals (Data Subjects) with statutory Rights which can be exercised at any given time.
- 1.3 These Data Subject Rights are:
 - 1) The Right to be Informed
 - 2) The Right of Access
 - 3) The Right to Rectification
 - 4) The Right to Erasure
 - 5) The Right to Restrict Processing
 - 6) The Right to Data Portability
 - 7) The Right to Object
 - 8) Rights in Relation to Automated Decision Making and Profiling
- 1.4 The College must acknowledge and respond to all requests within the provisions of the Regulations.
- 1.5 There may be occasions where an exemption, legal requirement or overarching business need applies which, in turn, restricts the extent of the College meeting the Data Subjects wishes, however all requests will be considered on a case-by-case basis.
- 1.6 All requests in relation to Subject Access Requests (SAR) must be processed and responded to **without undue delay and in any event within one month** of receipt of the request. In exceptional circumstances, the timeframe may be initially extended by one additional month (in line with the provisions of UKGDPR Article 12(3)).
- 1.7 This procedure provides guidance on the process to be followed when a Data Subject makes a request in relation to their Rights under UKGDPR.
- 1.8 You must not destroy information as a result of an individual exercising their Rights. This is a criminal offence if it is done after a request has been made.
- 1.9 Exemptions to the format of the request may apply under the Disability Discrimination Act 1995.

2. SCOPE

- 2.1 Data Subject Rights can be exercised by any individual whose personal data is processed by SRC.
- 2.2 In respect of an initial enquiry or receipt of a request this procedure applies to all SRC employees.
- 2.3 Once the request has been transferred to the Data Protection Officer (DPO), the procedure's scope is limited to the DPO and data custodians.

3. PROCEDURE

Receipt of a request

- 3.1 For the purposes of demonstrating accountability, transparency and good record keeping, the College would ask for all Data Subject Rights requests to be submitted in written format. If an individual makes a verbal request, the College will follow up in writing asking the individual to confirm our understanding and detail of what is being asked. Requests will not be actioned until confirmation from the requester has been received.

Requests may not be clearly identified as a Data Subject Rights request. The requester does not have to quote UKGDPR or data protection to have the request treated as such.

Staff should consider if this is a legitimate request or a routine business enquiry and contact the DPO for guidance where there is uncertainty.

Once determined as a legitimate Data Subject Rights request, it should be forwarded to the DPO who will assume responsibility for overseeing the request and providing a response.

- 3.2 **Check that the request is within the scope of UK GDPR**

Before proceeding with the request, the DPO will verify the following:

- a) It provides sufficient information to verify the Data Subject's identity; and
- b) It provides sufficient information to enable the College to locate, assess and action the relevant scope of the request.

- 3.3 **Verify the Identity of the Data Subject**

Before processing the request, the identity of the Data Subject must be verified. Whilst it is important that you do not communicate personal information to people who are not the Data Subject, you must not appear obstructive. The College should take reasonable measures to verify their identity. You should keep a record of what measures you take.

You can often verify their identity from their circumstances, e.g. address, signature. If this is not possible, you can write to the individual asking them to send you a photocopy of some form of identification such as their passport or driving license.

It is important to note if the Data Subject is making the request or if the request is being made on behalf of the person. If a third party is making the request, you should only respond where there is a legal basis to do so. This will normally be 'consent' of the Data Subject.

There may be occasions where this measure is not required e.g. a staff member making a request via their College email account.

3.4 Clarify the Request

If the request is unclear or is very broad, you may contact the requester to seek clarification or a reformulation of their request. This can be done by telephoning the applicant or in writing. For the purposes of recording the rationale behind how the College responds to a request, it would be preferable to do this in writing.

Where further information is required before a search can be undertaken or a clear understanding of the request, the Data Subject should be contacted within 5 working days of receipt.

Where clarification is required, the requester will be asked to respond within 5 working days from the date clarification is being sought.

The one-month deadline for response is re-calculated to begin from the date the clarification is received.

Seeking clarification must not be used as a means of allowing the College extra time to locate and review the information.

3.5 Calculating the deadline for response

A response must be issued without delay and within a maximum time of one month from the date the request or clarification is received.

The due date for the response should be calculated. The calculation for the 'month' should be calculated as per date e.g. if a request is received on 4th March, the response should be received by the requester no later than 4th April.

3.6 Recording a SAR

- a) The date the request is received must be recorded to evidence the timescale for response. The clock begins from the date of receipt by the College, not the DPO therefore it is imperative that confirmed or suspected SARs are forwarded to the DPO as soon as possible.
- b) Input the request details on to the designated recording system.
- c) Note the deadline for reply against the record.
- d) Acknowledge receipt of request (the acknowledgement letter should be issued **no later than 5 working days** from receipt of the request).

3.7 Determining the information

How each SAR is handled will depend on the category within which it falls. When searching for where personal information about the applicant might be held, you may need to search central filing systems, personnel records and shared databases to locate the requested data. You may also need to speak to members of staff across

different departments who might hold information about the individual.

The following is general guidance, however the DPO (or delegates) may operate discretion, flexibility and extra measures as each request will vary.

1. The Right to be Informed

- a. This request may be an individual asking questions such as how we are processing their data, why are we carrying out a certain processing activity, querying our legal basis or who their data may be shared with etc.
- b. The College has a Privacy Notice on the website which individuals can be directed to. It will contain the broad, high volume or significant processing activities of the College.
- c. For activities not included on the Privacy Notice, the DPO will contact the relevant Head of Department/Faculty to determine the background to the processing.
- d. There may be exemptions of a Data Subject's Right to be informed e.g. where the processing is subject to criminal investigation. Such considerations will be reliant on thorough co-operation of all relevant staff.

2. The Right of Access

- a. Identify the individual's relationship with the College (e.g. staff, student, customer) as this will help identify where personal information about the Data Subject might be held and locate that information.
- b. You may need to search relevant filing systems, personnel records and shared databases.
- c. You may also need to speak to members of staff across different departments who might hold information about the Data Subject.
- d. It is imperative that the data custodians inform the DPO if there are risks associated with certain disclosures. The DPO can then determine if there is an existing exemption to protect the information.

3. The Right to Rectification

- a. The Data Subject has a Right to ask for inaccurate information to be corrected.
- b. Once it is clear what information is being queried, the DPO should contact the lead custodian of that data.
- c. Consideration should be given by all parties involved as to the scope of the request i.e. does the information stretch beyond one department, are third party processors involved and if so, they should also be notified.
- d. There may be occasions where the information cannot be changed however a note may be put against the data to reflect the inaccuracy.

4. The Right to Erasure

- a. This Right may be more commonly recognised as the 'Right to be Forgotten' and may be referred to as such by the requester.
- b. If the Data Subject has reason to believe their information is being processed without a legitimate basis, they may ask for the data to be

deleted or removed.

- c. In some circumstances the College may have an overarching business need to either partially delete the data or not at all. Such cases may include:
 - i. The College has a legal obligation to retain the information;
 - ii. Public interest is better served by keeping it on record;
 - iii. Information is required to substantiate or refute a legal claim.
- d. Consideration should be given by all parties involved as to the scope of the request i.e. does the information stretch beyond one department, are third party processors involved and if so, they should also be notified.
- e. The DPO and data custodians must consider the impact of erasure and together record the rationale behind the final decision.
- f. Regardless of the final decision, the DPO will either confirm deletion or communicate our rationale for our need to keep the information active.

5. The Right to Restrict Processing

- a. This Right allows individuals to request a halt on the processing of any personal information which they consider to be inaccurate, unlawful or to defend or refute a legal claim and they do not wish for the data to be deleted.
- b. This list is not exhaustive and all requests should be considered.
- c. The DPO and data custodians must look at the areas where the information is processed e.g. departments, systems, files
- d. The College will be permitted to retain the data but further processing will not take place.
- e. The College will also keep a record of information to ensure this Right is respected in future processing by our organisation.

6. The Right to Data Portability

- a. An individual who registers with another service provider may request that their information is transferred to them directly.
- b. The Right to data portability only applies:
 - i. to personal data an individual has provided to a controller;
 - ii. where the processing is based on the individual's consent or for the performance of a contract; and
 - iii. when processing is carried out by automated means.
- c. The DPO should contact the data custodian, this will primarily be I.T., to determine the process required to meet this request.
- d. Information may be electronically transferred to the third party safely and to the point of being re-used by them.
- e. The College will provide the personal data in a structured, commonly used and machine-readable format. Machine readable means that the

information is structured for software to extract specific categories of information. The new service provider should in turn, be able to re-use the information provided to them.

- f. The College may be able to transmit the data directly to another organisation if this is technically feasible. This will be considered on a case-by-case basis depending on the software available to both parties.

7. The Right to Object

- a. If an individual believes the College's public task is unfounded or they wish to have their details removed from direct marketing campaigns or research/statistical processing, this Right gives them the opportunity to object to these processing activities.
- b. Processing for performance of a legal task or Public Authority purpose.
 - i. We will grant your request unless there is a legal basis to continue the processing or if the processing is to settle a legal claim.
 - ii. This legal purpose can be confirmed with the data custodian.
- c. Rights in Relation to Direct Marketing
 - i. If an individual wishes for their details to be removed from our marketing lists, we will comply with your request immediately and no further advertising should be issued by the College to that individual.
 - ii. These requests must be communicated to Marketing immediately and mailing lists updated with this new preference.
 - iii. List of subscribers and mailing preference lists should be refreshed immediately prior to every advertising communication.
- d. Rights in relation to statistical/research purposes
 - i. If the College has reason to process personal information for this reason, we will consider all requests and where possible grant your request unless it is necessary for the performance of a public task.

8. Rights in Relation to Automated Decision Making and Profiling

- a. If personal information is subject to automated decision making i.e. there is no human involvement, individuals have a Right to ask for a person to review the information and make a fresh decision.
- b. The College cannot guarantee a different outcome, but human intervention may explain the rationale to the individual.
- c. There are some instances where this Right does not apply, such as:
 - i. The processing is necessary for contractual purposes;
 - ii. The processing is based on consent.

Further guidance on all such Rights is available on the ICO website

3.8 **Review information considering possible exemptions**

- a) Once you have identified the location of all information, you must consult with

the data custodian and other relevant managers to discuss the impact of the request e.g. can we erase all data, is there a legal basis for processing which prevents erasure, what is the impact of disclosure.

- b) If the request relates to disclosure and the College considers this a risk, you must consider any relevant exemptions in legislation.
- c) This must be done on a case-by-case basis for each individual piece of information. In some cases, you may be able to action elements of a request, but not all.
- d) If you are being asked to disclose information, only that which is about the person making the request should be released. You should redact personal data of any third party if a legal basis to process does not exist. Redaction should result in third parties being unidentifiable. Guidance on anonymisation is available in the FE Sector GDPR Handbook and the Information Commissioners Office (ICO) website.

3.9 Responding to the Applicant

The applicant should receive a response in permanent form without delay and within a maximum time of one month from the date the request or clarification is received

If the request relates to Right of Access, the requester must be provided with the following in the response:

- a) Confirmation if personal data is being processed
- b) Access to that data, where exemptions do not apply
- c) Purpose of processing
- d) Categories of data concerned
- e) Recipients to whom the data is shared
- f) Retention period of the data, where possible
- g) Existence of the Right to request from the controller rectification or erasure of personal data or restriction of processing of personal data concerning the Data Subject or to object to such processing
- h) The Right to lodge a complaint with the ICO
- i) Where the personal data are not collected from the Data Subject, any available information as to their source
- j) The existence of automated decision-making, including profiling.

In relation to all other Rights requests, the individuals should be provided with either a confirmation that their request has been actioned or an explanation as to why the College is unable to process their request.

4. APPEALS PROCESS

- 4.1 If a requester is not happy with how the College has handled their request or exemptions applied to the response they have a Right to ask for an internal review of their request. Appeals should be submitted within 10 working days of receipt of this response detailing reasons for dissatisfaction and should be addressed to:

☰ The Data Protection Officer
Southern Regional College
Banbridge Campus
Castlewellan Road
Banbridge
Co Down
BT32 4AY

✉ dpo@src.ac.uk

- 4.2 The DPO will issue an Appeal acknowledgement within 5 working days from receipt of appeal.
- 4.3 The DPO will engage with independent personnel who will then examine the initial request/response, the request for appeal and review if there are areas for improvement and whether or not the College should reconsider its original response rationale.
- 4.4 The College will issue a response to all appeals within 20 working days from date of the acknowledgement letter being issued.
- 4.5 If the requester is not happy with the Appeal Panel decision, they may contact the Information Commissioners Office (ICO) with a 'request for assessment' at:

ICO
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

5. RECORDING ALL REQUESTS

Each request should be fully documented with the following:

- a. Name/contact details of the requester
- b. Nature of the request
- c. Date request received/responded to
- d. Copies of all correspondence between the College, the Data Subject and any other parties;
- e. A record of any telephone conversations used to verify the identity of the individual or the information required;
- f. A record of your decisions and how you came to make those decisions e.g. application of exemptions;

- g. If redactions have been made, copies of unredacted info should be retained; and
- h. Copies of information sent to the Data Subject.

6. COMMUNICATION PLAN

- 6.1 This procedure will be available for staff to access on Sharepoint and will also be communicated during staff induction and training.
- 6.2 All staff to receive awareness raising and training to demonstrate an understanding of the requirements and responsibilities of the Freedom of Information legislation.

7. REVIEW

- 7.1 This Procedure will be reviewed annually or sooner if required to reflect changes in legislation, circumstance or procedure.
- 7.2 The College will monitor all requests and comments for the purposes of quality control.
- 7.3 The DPO will conduct a regular evaluation of the process and activity to encourage continuous improvement.
- 7.4 The College will implement any remedial action as necessary in line with the outcome of the evaluation process.