Melton Mowbray Baptist Church

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DATA PROTECTION POLICY

Version 1.2

Prepared by	GDPR Working Group: N Ashton, A Thomas, P Appleby, R Nicholls
Leadership Approved	Leaders Meeting:
Operational Date	Adopted at Church Meeting – 17th May 2018
Review Date	12 months from adoption

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Melton Mowbray Baptist Church is committed to protecting all personal and sensitive data for which it holds responsibility as Data Controller about people we support and work with, and to respecting people's rights around how their information is handled.

This policy explains our responsibilities and how we will meet them.

This policy needs to be read in conjunction with other key polices such as:

- *The MMBC Internet Usage Policy*
- *The MMBC IT Policy*
- *The MMBC Social Media Policy*
- *The MMBC Safeguarding Policy*
- *The ICO Cloud Computing Guidance*
- *The ICO Data Sharing Code of Practice*
- *The ICO Privacy Impact Assessment Code of Practice*
- *The BUGB Data Protection Leaflet (revised 2017).*

Throughout this policy, Melton Mowbray Baptist Church is referred to as MMBC and Trustees refers to currently appointed and serving Leaders.

Terms	***Definition***
SHALL / SHOULD / SHOULD NOT	*This term is used to state a **Recommended** requirement of this policy*
MAY / MAY NOT	*This term is used to state an **Optional** requirement*

Contents

Section A – What This Policy Is For

1. Policy Statement

1.1 MMBC is committed to protecting personal data and respecting the rights of our **data subjects**; the people whose **personal data** we collect and use. We value the personal information entrusted to us and we respect that trust, by complying with all relevant laws, and adopting good practice in managing and storing data.

We process personal data to help us:

a) maintain our list of church members and regular attenders

b) provide services to the community, for example, Toddler Group, Christmas Day Lunch, general church events

c) safeguard children, young people and adults at risk

d) recruit, support and manage staff and volunteers

e) maintain our accounts and records

f) promote our services as a church

g) maintain the security of property and premises

h) maintain records of those who hire our premises

i) respond effectively to enquirers and handle any complaints

j) with any other legitimate purpose

1.2 This policy has been approved by the church's Charity Trustees (MMBC Leadership) who are responsible for ensuring that we comply with all our legal obligations. It sets out the legal rules that apply whenever we obtain, store or use personal data.

2. Why This Policy is Important

2.1 MMBC are committed to protecting personal data from being misused, getting into the wrong hands as a result of poor security or being shared carelessly, or being inaccurate, as we are aware that people can be upset or harmed if any of these things happen.

2.2 This policy sets out the measures we are committed to taking as an organisation and, what each of us will do to ensure we comply with the relevant legislation.

2.3 In particular, we will make sure that all personal data is:

a) processed **lawfully, fairly and in a transparent manner**;

b) processed for **specified, explicit and legitimate purposes** and not in a manner that is incompatible with those purposes;

c) **adequate, relevant and limited to what is necessary** for the purposes for which it is being processed;

d) **accurate** and up to date;

e) **not kept longer than necessary** for the purposes for which it is being processed;

f) processed in a **secure** manner, by using appropriate technical and organisational means;

g) processed in keeping with the **rights of data subjects** regarding their personal data.

h) **Not transferred** to other countries outside the EU without adequate protection

3. How This Policy Applies To You And What You Need To Know

3.1 **As an employee, trustee or volunteer** processing personal information on behalf of the church, you **should** comply with this policy. If you think that you have accidentally breached the policy it is important that you contact the Trustees immediately so that we can take swift action to try and limit the impact of the breach. The Trustees are by default the currently appointed Leaders.

Anyone who breaches the Data Protection Policy may be subject to disciplinary action, and where that individual has breached the policy intentionally, recklessly, or for personal benefit they may also be liable to prosecution or to regulatory action.

3.2 **As a Leader and/or a person with a specific data role:** You **should** make sure that any procedures that involve personal data, that you are responsible for in your area, follow this Data Protection Policy.

3.3 **As a Data Subject of MMBC:** We will handle your personal information in line with this policy.

3.4 **As an identified Data Processor/Contractor:** Companies who are appointed by us as a Data Processor **should** comply with this policy under any contract with us. Any breach of the policy will be taken seriously and could lead to us taking contract enforcement action against the company or terminating the contract. Data processors have direct obligations under the GDPR, primarily to only process data on instructions from the controller (us) and to implement appropriate technical and organisational measures to ensure a level of security appropriate to the risk involved. *Our only currently appointed external data processor is Sage for making salary payments.*

3.5 **Our Trustees should** advise staff, members and friends about their legal obligations under data protection law, monitoring compliance with data protection law, dealing with data security breaches and with the development of this policy. Any questions about this policy or any concerns that the policy has not been followed should be referred to them at office@mmbc.org.uk.

3.6 Before you collect or handle any personal data as part of your work (paid or otherwise) for MMBC, it is important that you **shall** take the time to read this policy carefully and understand what is required of you, as well as the organisation's responsibilities when we process data.

3.7 Our procedures will be in line with the requirements of this policy, but if you are unsure about whether anything you plan to do, or are currently doing, might breach this policy you must first speak to the Trustees.

4. Training and Guidance

4.1 We **shall** provide general training, at least annually, for all staff and volunteers with a specific data role to raise awareness of their obligations and our responsibilities, as well as to outline the law.

4.2 We **may** also issue procedures, guidance or instructions from time to time. Trustees will also set aside time for their team to look together at the implications for their work in respect to the responsibilities under GDPR.

Section B – Our Data Protection Responsibilities

1. What Personal Data Do We Process?

1.1 As part of the running of MMBC, we **may** collect and process personal data about many different people (known as data subjects). This includes data we receive straight from the person it is about, for example, where they complete forms or contact us. We **may** also receive information about data subjects from other sources including, for example, previous employers.

1.2 We **may** process personal data in both electronic and paper form and all this data is protected under data protection law. Some examples of the personal data we process can include information such as names and contact details, education or employment details, bank account details for regular givers, videos of baptism and visual images of people at church services or events.

1.3 In some cases, we hold types of information that are called **"special categories"** of data in the GDPR which are classed as sensitive data. This personal data can only be processed under strict conditions.

> **'Special categories' of data** (as referred to in the GDPR) includes information about a person's: racial or ethnic origin; political opinions; religious or similar (e.g. philosophical) beliefs; trade union membership; health (including physical and mental health, and the provision of health care services); genetic data; biometric data; sexual life and sexual orientation.

1.4 We **shall not** hold information relating to criminal proceedings, or offences or allegations of offences, unless there is an overarching safeguarding requirement to process this data for the protection of children and adults who may be put at risk in our church. This processing will only ever be carried out on advice from the Ministries Team of the Baptist Union of Great Britain or our Regional Association Safeguarding contact person.

1.5 Other data may also be considered 'sensitive' to a data subject, such as bank details, but these are not subject to the same legal protection as the types of data listed in the box above.

2. Making Sure Processing Is Fair And Lawful

2.1 Processing of personal data will only be fair and lawful when the purpose for the processing meets a legal basis, as listed below, and when the processing is transparent. This means we **shall** provide people with an explanation of how and why we process their personal data at the point we collect data from them, as well as when we collect data about them from other sources.

3. How Can We Legally Use Personal Data?

3.1 Processing of personal data is only lawful if at least **ONE** of these legal conditions, as listed in Article 6 of the GDPR, is met:

a) the processing is **necessary for a contract** with the data subject;

b) the processing is **necessary for us to comply with a legal obligation**;

c) the processing is necessary to protect someone's life (this is called "**vital interests**");

d) the processing is necessary for us to perform a task in the **public interest**, and the task has a clear basis in law;

e) the processing is **necessary for legitimate interests** pursued by MMBC**,** or another organisation, unless these are overridden by the interests, rights and freedoms of the data subject.

f) If none of the other legal conditions apply, the processing will only be lawful if the data subject has given their clear **consent**.

4. How Can We Legally Use 'Special Categories' Of Data?

4.1 Processing of 'special categories' of personal data is only lawful when*, in addition to one of the conditions above*, one extra condition is met, as listed in Article 9 of the GDPR.

4.2 These conditions include where:

a) the processing is necessary for **carrying out our obligations under employment and social security and social protection law**;

b) the processing is necessary for **safeguarding the vital interests** (in emergency, life or death situations) **of an individual** and the data subject is incapable of giving consent;

c) the processing is carried out in the **course of our legitimate activities** and only relates to our members or persons we are in regular contact with in connection with our purposes;

d) the processing is necessary for **pursuing legal claims**.

e) If none of the other legal conditions apply, the processing will only be lawful if the data subject has given their **explicit consent**.

4.3 Before deciding which condition should be relied upon, we **may** refer to the original text of the GDPR as well as any relevant guidance, and **may** seek legal advice as required.

5. What Must We Tell Individuals Before We Use Their Data?

5.1 If personal data is collected directly from the individual, we **shall** inform them in writing about our identity/contact details and those of the Trustees, the reasons for processing, and the legal bases, explaining our legitimate interests, and explaining, where relevant, the consequences of not providing data needed for a contract or statutory requirement; who we will share the data with; if we plan to send the data outside of the European Union; how long the data will be stored and the data subjects' rights.

This information is commonly referred to as a 'Privacy Notice'.

This information **shall** be given at the time when the personal data is collected. Copies will also be available at church for viewing.

5.2 If data is collected from another source, rather than directly from the data subject, we **shall** still provide the data subject with a Privacy Notice as well as the categories of the data concerned and the source of the data.

This information **shall** be provided to the individual in writing and no later than within **1 month** after we receive the data, unless a legal exemption under the GDPR applies

If we plan to pass the data onto someone else outside of MMBC, we **shall** give the data subject this information before we pass on the data.

6. When We Need Consent To Process Data

6.1 Where none of the other legal conditions apply to the processing, and we are required to get consent from the data subject, we **shall** clearly set out what we are asking consent for, including why we are collecting the data and how we plan to use it. Consent will be specific to each process we are requesting consent for and we will only ask for consent when the data subject has a real choice whether or not to provide us with their data.

6.2 Consent can however be withdrawn at any time and if withdrawn, the processing will stop. Data subjects **shall** be informed of their right to withdraw consent and it will be as easy to withdraw consent as it is to give consent.

7. Processing For Specified Purposes

7.1 We **shall** only process personal data for the specific purposes explained in our Privacy Notice or for other purposes specifically permitted by law. We will explain those other purposes to data subjects in the way described above, unless there are lawful reasons for not doing so.

8. Data Will Be Adequate, Relevant And Not Excessive

8.1 We **shall** only collect and use personal data that is needed for the specific purposes described above (which will normally be explained to the data subjects in our Privacy Notice). We will not collect more than is needed to achieve those purposes. We will not collect any personal data "just in case" we want to process it later.

9. Accurate Data

9.1 We will aim to ensure that personal data held is accurate and, where appropriate, kept up to date. The accuracy of personal data **shall** be checked at the point of collection and at appropriate points later on when data subjects will be asked to confirm their details.

9.2 Where data subjects notify us of a change in their data we **shall** update our records within one calendar month.

10. Keeping Data And Destroying It

10.1 We **shall** not keep personal data longer than is necessary for the purposes that it was collected for. We will comply with official guidance issued to our sector about retention periods for specific records eg financial records have to be kept for 7 years, Safeguarding records for 75 years.

10.2 When members leave without formally resigning membership all personal data **shall** be destroyed within 6 months of leaving if no specific instructions are given. Some data may be kept for the historical purposes of our organisation.

10.3 Data relating to personal hirers and contractors **shall** be deleted if there has been no contact within a 12-month period.

10.4 Most data will be stored electronically but some paper records **may** also be kept.

11. Security Of Personal Data

11.1 We **shall** use appropriate measures to keep personal data secure at all points of the processing. Keeping data secure includes protecting it from unauthorised or unlawful processing, or from accidental loss, destruction or damage.

11.2 We **shall** implement security measures to provide a level of security which is appropriate to the risks involved in the processing. The IT Policy will contain security details.

Measures will include technical and organisational security measures. In assessing what measures are the most appropriate we **may** take into account the following, and anything else that is relevant:

a) the quality of the security measure

b) the costs of implementation

c) the nature, scope, context and purpose of processing

d) the risk (of varying likelihood and severity) to the rights and freedoms of data subjects

e) the risk which could result from a data breach

11.3 Measures may include:

a) technical systems security

b) measures to restrict or minimise access to data

c) measures to ensure our systems and data remain available, or can be easily restored in the case of an incident

d) physical security of information and of our premises

e) logical security of information

f) organisational measures, including policies, procedures, training and audits

g) regular testing and evaluating of the effectiveness of security measures

12. Keeping Records Of Our Data Processing

12.1 To show how we comply with the law we **shall** keep clear records of our processing activities and of the decisions we make concerning personal data (setting out our reasons for those decisions).

Section C – Working With People We Process Data About (Data Subjects)

1. Data Subjects' Rights

1.1 We **shall** process personal data in line with data subjects' rights, including their right to:

a) request access to any of their personal data held by us (known as a Subject Access Request)

b) ask to have inaccurate personal data changed

c) restrict processing, in certain circumstances

d) object to processing, in certain circumstances, including preventing the use of their data for direct marketing

e) data portability, which means to receive their data, or some of their data, in a format that can be easily used by another person (including the data subject themselves) or another organisation

f) not be subject to automated decisions, in certain circumstances

g) withdraw consent when we are relying on consent to process their data.

1.2 Data subjects should address a letter or email to the Data Access Request Trustee on office@mmbc.org.uk to make a formal request. The Data Access Requests Trustee will ascertain that the request is legitimate by checking that it relates, or could relate, to the data subject's data protection rights. The Data Subject Access Procedure will then be followed.

1.3 We **shall** act on all valid requests as soon as possible, and at the latest within **one calendar month**, unless we have reason to and can lawfully extend the timescale. This can be extended by up to two months in some circumstances.

1.4 All data subjects access requests **shall** be provided free of charge.

1.5 Any information provided to data subjects **shall** be concise and transparent, using clear and plain language.

2. Direct Marketing

2.1 We **shall** comply with the rules set out in the GDPR, the Privacy and Electronic Communications Regulations (PECR) and any laws which may amend or replace the regulations around **direct marketing**. This includes, but is not limited to, when we make contact with data subjects by post, email, text message, social media messaging, telephone (both live and recorded calls) and fax.

> **Direct marketing** means the communication (by any means) of any advertising or marketing material which is directed, or addressed, to individuals. "Marketing" does not need to be selling anything, or be advertising a commercial product. It includes contact made by organisations to individuals for the purposes of promoting the organisation's aims.

2.2 Any direct marketing material that we send will identify MMBC as the sender and will describe how people can object to receiving similar communications in the future. If a data subject exercises their right to object to direct marketing we will stop the direct marketing as soon as possible.

Section D – Working With Other Organisations & Transferring Data

1. Sharing Information With Other Organisations

1.1 We **shall** only share personal data with other organisations, or people, when we have a legal basis to do so and if we have informed the data subject about the possibility of the data being shared in a Privacy Notice, unless legal exemptions apply to informing data subjects about the sharing. Only authorised MMBC people are allowed to share personal data and only for a specific purpose.

1.2 We **shall** keep records of information shared with a third party, which will include recording any exemptions which have been applied, and why they have been applied. We will follow the ICO's statutory ***Data Sharing Code of Practice*** (or any replacement code of practice) when sharing personal data with other data controllers. Legal advice will be sought as required. The current Data Sharing Code of Practice is attached to the end of this policy.

2. Data Processors.

2.1 Before appointing a contractor, who will process personal data on our behalf (a data processor), we **shall** carry out due diligence checks. The checks are to make sure the processor will use appropriate technical and organisational measures to ensure the processing will comply with data protection law, including keeping the data secure, and upholding the rights of data subjects. We will only appoint data processors who can provide us with sufficient guarantees that they will do this. Any third-party contractors we

use will themselves have to comply with GDPR and inform us of any data breeched regarding MMBC data.

2.2 We **shall** only appoint data processors on the basis of a contract that will require the processor to comply with all relevant legal requirements, or who state in their terms and conditions that they will do so. We will continue to monitor the data processing, and compliance with the contract, throughout the duration of the contract.

3. Transferring Personal Data Outside The European Union (Eu)

3.1 Personal data cannot be transferred (or stored) outside of the European Union unless this is permitted by the GDPR. This includes storage on a "cloud" based service where the servers are located outside the EU.

3.2 We **shall** only transfer data outside the EU where it is permitted by one of the conditions for non-EU transfers in the GDPR.

3.3 The ICO Guide to the use of cloud computing is attached for reference. GDPR applies to personal data that is processed. Processing has a very broad definition and is likely to include most of the operations that are likely to occur in the cloud, including simply storage of data for backup purposes.

3.4 Any data breeches advised to you/us regarding MMBC data by your/our cloud provider **shall** also be reported to the Trustees by emailing office @mmbc.org.uk who will report it to the ICO if necessary.

Section E – Managing Change & Risks

1. Data Protection Impact Assessments

1.1 When we are planning to carry out any data processing which is likely to result in a high risk, eg video, we **shall** carry out a Data Protection Impact Assessment (DPIA). These include situations when we process data relating to vulnerable people, trawling of data from public profiles, using new technology, and transferring data outside the EU. Any decision not to conduct a DPIA will be recorded.

1.2 We **may** also conduct a DPIA in other cases when we consider it appropriate to do so. If we are unable to mitigate the identified risks such that a high risk remains we will consult with the ICO.

1.3 DPIAs will be conducted in accordance with the ICO's Code of Practice 'Conducting privacy impact assessments'.

2. Dealing With Data Protection Breaches

2.1 Where staff or volunteers, or contractors working for us, think that this policy has not been followed, or data might have been breached or lost, this will be reported **immediately** to the Trustees by emailing office@mmbc.org.uk.

2.2 We **shall** keep records of any data breaches, whether reported to us or of our own, even if we do not report them to the ICO.

2.3 We **shall** report all data breaches which are likely to result in a risk to any person, to the ICO. Reports will be made to the ICO within **72 hours** from when we, or someone in the church, becomes aware of the breach, or informs us of the breech.

2.4 In situations where a personal data breach causes a high risk to any person, we **shall** (as well as reporting the breach to the ICO), inform data subjects whose information is affected, without undue delay.

This can include, for example, bank account details are lost or an email containing sensitive information is sent to the wrong recipient. Informing data subjects can enable them to take steps to protect themselves and/or to exercise their rights.

Schedule 1 – Definitions And Useful Terms

The following terms are used throughout this policy and have their legal meaning as set out within the GDPR. The GDPR definitions are further explained below:

Data Controller means any person, company, authority or other body who (or which) determines the means for processing personal data and the purposes for which it is processed. It does not matter if the decisions are made alone or jointly with others.

The data controller is responsible for the personal data which is processed and the way in which it is processed. We are the data controller of data which we process.

Data Processors include any individuals or organisations, which process personal data on our behalf and on our instructions e.g. an external organisation which provides secure waste disposal for us. This definition will include the data processors' own staff (note that staff of data processors may also be data subjects).

Data Subjects include <u>all</u> living individuals who we hold or process personal data about. A data subject does not need to be a UK national or resident. All data subjects have legal rights in relation to their personal information. This list is not exhaustive but data subjects that we are likely to hold personal data about include:

- members and friends and/or regular worshippers
- the people we care for and support
- our employees (and former employees)
- consultants/individuals who are our contractors or employees working for them
- volunteers
- tenants
- trustees
- complainants

- supporters
- enquirers
- friends and family
- advisers and representatives of other organisations.

ICO means the Information Commissioners Office which is the UK's regulatory body responsible for ensuring that we comply with our legal data protection duties. The ICO produces guidance on how to implement data protection law and can take regulatory action where a breach occurs.

Personal data means any information relating to a natural person (living person) who is either identified or is identifiable. A natural person must be an individual and cannot be a company or a public body. Representatives of companies or public bodies would, however, be natural persons, eg hirers and contractors.

Personal data is limited to information about living individuals and does not cover deceased people.

Personal data can be factual (for example, a name, address or date of birth) or it can be an opinion about that person, their actions and behaviour.

Privacy notice means the information given to data subjects which explains how we process their data and for what purposes.

Processing is very widely defined and includes any activity that involves the data. It includes obtaining, recording or holding the data, or carrying out any operation or set of operations on the data including organising, amending, retrieving, using, disclosing, erasing or destroying it. Processing can also include transferring personal data to third parties, listening to a recorded message (e.g. on voicemail) or viewing personal data on a screen or in a paper document which forms part of a structured filing system. Viewing of clear, moving or stills images of living individuals is also a processing activity.

Special categories of data (as identified in the GDPR) or '***Sensitive'*** data includes information about a person's:

- Racial or ethnic origin;
- Political opinions;
- Religious or similar (e.g. philosophical) beliefs;
- Trade union membership;
- Health (including physical and mental health, and the provision of health care services);
- Genetic data;
- Biometric data;
- Sexual life and sexual orientation.

MMBC IT Policy Acceptance Form

NAME	
ORGANISATION or CHURCH GROUP	
Email	
Phone No.	
Signature	
Date	

Schedule 2 – ICO Registration

Data Controller: Melton Mowbray Baptist Church

Registration Number: ZA366195

Date Registered: 21/05/201] **Registration Expires:** 20/05/2019

Address:

Leicester Road, Melton Mowbray, Leicestershire, LE13 0FA

Other relevant documents:

- ICO Data Protection Impact Assessment Checklist
- ICO Data Protection Impact Assessment Code of Practice
- ICO Data Sharing Code of Practice
- ICO Cloud Computing Guidance
- Baptist Guideline Leaflet L13: Data Protection
- MMBC IT Policy, Social Media Policy, Internet Usage Policy