

DATA PROTECTION POLICY

DATE: April 2018

Updated: April 2019, 2020, 2021, 2022, 2023, 2024, 2025

Kingfishers Swim Schools



Vision Statement:

We endeavour to provide an environment which is caring and stimulating in which each child is challenged to achieve his or her full potential.

We aim to give every child a personalised program of development in their swimming journey.

At the Kingfishers Swim School, we support Essex LEAs opposition to racism and its commitment to equal opportunities and treating people fairly regardless of race, ethnicity and culture.

The Kingfishers Swim School collects and uses personal information about children and their carers at the swim school. This information is gathered in order to enable it to provide swimming lessons and other associated functions.

Purpose

This policy is intended to ensure that personal information is dealt with correctly and securely and in accordance with the Data Protection Act 1998, and other related legislation. It will apply to information regardless of the way it is collected, used, recorded, stored and destroyed, and irrespective of whether it is held in paper files or electronically.

All staff involved with the collection, processing and disclosure of personal data will be aware of their duties and responsibilities by adhering to these guidelines.

What is Personal Information?

Personal information or data is defined as data which relates to a living individual who can be identified from that data, or other information held. Data Protection Principles The Data Protection Act 1998 establishes eight enforceable principles that must be adhered to at all times:

- 1. Personal data shall be processed fairly and lawfully;*
- 2. Personal data shall be obtained only for one or more specified and lawful purposes;*
- 3. Personal data shall be adequate, relevant and not excessive;*
- 4. Personal data shall be accurate and where necessary, kept up to date;*
- 5. Personal data processed for any purpose shall not be kept for longer than is necessary for that purpose or those purposes;*
- 6. Personal data shall be processed in accordance with the rights of data subjects under the Data Protection Act 1998;*
- 7. Personal data shall be kept secure i.e. protected by an appropriate degree of security;*
- 8. Personal data shall not be transferred to a country or territory outside the European Economic Area, unless that country or territory ensures an adequate level of data protection.*

General Statement

The swim school is committed to maintaining the above principles at all times. Therefore, the swim school will:

- Inform individuals why the information is being collected when it is collected*
- Inform individuals when their information is shared, and why and with whom it was shared*
- Check the quality and the accuracy of the information it holds*
- Ensure that information is not retained for longer than is necessary*
- Ensure that when obsolete information is destroyed that it is done so appropriately and securely*
- Ensure that clear and robust safeguards are in place to protect personal information from loss, theft and unauthorised disclosure, irrespective of the format in which it is recorded*

- *Share information with others only when it is legally appropriate to do so*
- *Set out procedures to ensure compliance with the duty to respond to requests for access to personal information, known as Subject Access Requests*
- *Ensure our staff are aware of and understand our policies and procedures*

Complaints

Complaints relating to information handling may be referred to the Information Commissioner (the statutory regulator).

Review *This policy will be reviewed as it is deemed appropriate, but no less frequently than every 2 years. The policy review will be undertaken by Denise Kemp, or nominated representative.*

Contacts

If you have any enquiries in relation to this policy, please contact Denise Kemp, Sophie Jones or Jordan Kemp who will also act as the contact point for any subject access requests. Further advice and information is available from the Information Commissioner's Office, www.ico.gov.uk or telephone 01625 545745