



Protection of Biometric Information Policy

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Statement of intent

Eden Learning Trust 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 procedure the Academy follows when collecting and processing biometric data.

1. Legal framework

- 1.1. 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
 - UK General Data Protection Regulation (UKGDPR)
 - DfE (2018) 'Protection of biometric information of children in Academies
- 1.2. This policy operates in conjunction with the following Academy policies:
 - Data Protection Policy
 - Record Keeping and Retention Policy
 - Data Breach Policy

2. Definitions

- 2.1. **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.
- 2.2. **Automated biometric recognition system:** A system which measures an individual's physical or behavioural characteristics by using equipment that operates 'automatically' (i.e. electronically). Information from the individual is automatically compared with biometric information stored in the system to see if there is a match in order to recognise or identify the individual.
- 2.3. **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' biometric data, e.g. taking measurements from a fingerprint via a fingerprint scanner.
 - Storing pupils' biometric information on a database.
 - Using pupils' 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.
- 2.4. **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.

3. Roles and responsibilities

- 3.1. The governing board is responsible for:
- Reviewing this policy on an annual basis.
- 3.2. The headteacher is responsible for:
- Ensuring the provisions in this policy are implemented consistently.
- 3.3. The data protection officer (DPO) is responsible for:
- Monitoring the Academy's compliance with data protection legislation in relation to the use of biometric data.
 - Advising on when it is necessary to undertake a data protection impact assessment (DPIA) in relation to the Academy's biometric system(s).
 - Being the first point of contact for the ICO and for individuals whose data is processed by the Academy and connected third parties.

4. Data protection principles

- 4.1. The Academy processes all personal data, including biometric data, in accordance with the six Data Protection Principles set out in the UK GDPR.
- 4.2. The Academy 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.
- 4.3. As the data controller, the Academy is responsible for being able to demonstrate its compliance with the provisions outlined in 4.2.

5. Data protection impact assessments (DPIAs)

- 5.1. Prior to processing biometric data or implementing a system that involves processing biometric data, a DPIA will be carried out.
- 5.2. The DPO will oversee and monitor the process of carrying out the DPIA.
- 5.3. The DPIA will:
- Describe the nature, scope, context and purposes of the processing.
 - Assess necessity, proportionality and compliance measures.
 - Identify and assess risks to individuals.
 - Identify any additional measures to mitigate those risks.
- 5.4. When assessing levels of risk, the likelihood and the severity of any impact on individuals will be considered.
- 5.5. If a high risk is identified that cannot be mitigated, the DPO will consult the ICO before the processing of the biometric data begins.
- 5.6. The ICO will provide the Academy with a written response (within eight weeks or 14 weeks in complex cases) advising whether the risks are acceptable, or whether the Academy needs to take further action. In some cases, the ICO may advise the Academy to not carry out the processing.
- 5.7. The Academy will adhere to any advice from the ICO.

6. Notification and consent

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 UK GDPR. Instead, the consent requirements for biometric information is imposed by section 26 of the Protection of Freedoms Act 2012.

- 6.1. Where the Academy uses pupils' biometric data as part of an automated biometric recognition system (e.g. using pupils' fingerprints to receive Academy dinners instead of paying with cash), the Academy will comply with the requirements of the Protection of Freedoms Act 2012.
- 6.2. Prior to any biometric recognition system being put in place or processing a pupil's biometric data, the Academy will send the pupil's parents a Consent Form for the use of Biometric Data
- 6.3. Written consent will be sought from at least one parent of the pupil before the Academy collects or uses a pupil's biometric data.
- 6.4. The name and contact details of the pupil's parents will be taken from the Academy's admission register.
- 6.5. Where the name of only one parent is included on the admissions register, the headteacher will consider whether any reasonable steps can or should be taken to ascertain the details of the other parent.
- 6.6. The Academy 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.
- 6.7. Where neither parent of a pupil can be notified for any of the reasons set out in 6.6, consent will be sought from the following individuals or agencies as appropriate:

- If a pupil is being 'looked after' by the LA or is accommodated or maintained by a voluntary organisation, the LA 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 and written consent will be obtained from at least one carer before the pupil's biometric data can be processed.
- 6.8. 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 Academy's duty to provide reasonable alternative arrangements for those pupils whose information cannot be processed
- 6.9. The Academy 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
- 6.10. Parents and pupils can object to participation in the Academy'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.
- 6.11. If a pupil objects or refuses to participate, or to continue to participate, in activities that involve the processing of their biometric data, the Academy 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).
- 6.12. Pupils will be informed that they can object or refuse to allow their biometric data to be collected and used via a consent form.

- 6.13. Where staff members or other adults use the Academy's biometric system(s), consent will be obtained from them before they use the system.
- 6.14. Staff and other adults can object to taking part in the Academy'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.
- 6.15. Alternative arrangements will be provided to any individual that does not consent to take part in the Academy's biometric system(s), in line with [section 7](#) of this policy.

7. Alternative arrangements

- 7.1. Parents, pupils, staff members and other relevant adults have the right to not take part in the Academy's biometric system(s).
- 7.2. Where an individual objects to taking part in the Academy's biometric system(s), reasonable alternative arrangements will be provided that allow the individual to access the relevant service, e.g. where a biometric system uses pupil's fingerprints to pay for Academy meals, the pupil will be able to use cash for the transaction instead.
- 7.3. 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).

8. Data retention

- 8.1. Biometric data will be managed and retained in line with the Academy's Records Management Policy and Record Retention periods.
- 8.2. 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 Academy's system.

9. Breaches

- 9.1. There are appropriate and robust security measures in place to protect the biometric data held by the Academy.
- 9.2. Any breach to the Academy's biometric system(s) will be dealt with in accordance with the Data Breach Procedure.

10. Monitoring and review

- 10.1. The governing board will review this policy on an annual basis.
- 10.2. The next scheduled review date for this policy is July 2025
- 10.3. Any changes made to this policy will be communicated to all staff, parents and pupils.

Parental Notification and Consent Form for the use of Biometric Data

Dear Parent/Carer,

As you will be aware, King James I Academy uses biometric technology as its cashless catering system. This means that students are recognised at the revaluation pay points and tills by means of a scan of their thumb or finger. There are many advantages of using this system particularly that there is no need for students to carry cash or cards around Academy to get lost or broken (with the associated cost and inconvenience of replacing them).

The biometric solution does not store finger prints. When a finger or thumb is scanned for the first time, the system creates a unique algorithm from the scanned points. This data is then encrypted and serves no purpose other than identification by the cashless system within the Academy. The encrypted data cannot be accessed by any person within the Academy or by any outside third party. When a student leaves the Academy, all associated personal and biometric data is removed and deleted.

From 1st September 2013, under new legislation, it is a requirement that Academy's obtain parental consent for the processing of this data. I would therefore be grateful if you would fill in the reply slip overleaf giving your consent for your son/daughter's biometric data being processed and stored in this way. The Academy is subject to the same terms and conditions of the Data Protection Act in holding this information as we are with any other information we hold on your child.

If you withhold consent your son/daughter will still be able to use the cashless system by using specific envelopes to place money in every time they need their Academy meal account topping up. This cash will be centrally collected each day and manually entered onto the system by staff. These students will need to give their name at the till point instead of using their finger/thumb print in order that money may be deducted from their account as and when they purchase food.

Yours sincerely

S Whitehead
Headteacher

CONSENT FOR PROCESSING OF BIOMETRIC INFORMATION

Name of student: _____

Tutor group: _____

I do / do not give permission for the above named student's biometric data to be processed for the purposes of the cashless catering system at King James I Academy.

Name of parent/carer: _____

Signed: _____ Date: _____

