



Privacy Notice for governors and other volunteers

March 2026

Prepared by: Acting Headteacher
Last Reviewed: February 2024
Approved by: Full Governing Board, March 2026
Next Review due by: March 2028



1. Introduction

Under UK data protection law, individuals have a right to be informed about how our school uses any personal data that we hold about them. We comply with this right by providing 'privacy notices' (sometimes called 'fair processing notices') to individuals where we are processing their personal data.

This privacy notice explains how we collect, store and use personal data about **individuals working with our school in a voluntary capacity, including governors.**

We, Feltham Hill Infant and Nursery School, Bedford Road, Feltham, TW13 4LZ are the 'data controller' for the purposes of UK data protection law.

2. The personal data we hold

Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:

- Your name
- Contact details
- References
- Evidence of qualifications
- Employment details
- Information about business and pecuniary interests
- Information about your use of our information and communications systems, equipment and facilities (e.g. school computers)

We may also collect, use, store and share (when appropriate) information about you that falls into 'special categories' of more sensitive personal data. This includes, but is not restricted to:

- Information about any health conditions you have that we need to be aware of
- Photographs and CCTV images captured in school
- Information about disability and access requirements

We may also collect, use, store and share (when appropriate) information about criminal convictions and offences.

We may also hold data about you that we have received from other organisations, including other schools and local authorities, and the Disclosure and Barring Service in respect of criminal offence data.

3. Why we use this data

We use the data listed above to:

- a) Establish and maintain effective governance
- b) Meet statutory obligations for publishing and sharing governors' details
- c) Facilitate safe recruitment, as part of our safeguarding obligations towards pupils
- d) Undertake equalities monitoring
- e) Ensure that appropriate access arrangements can be provided for volunteers who require them
- f) Make sure our information and communication systems, equipment and facilities (e.g. school computers) are used appropriately, legally and safely

If you fail to provide certain information when requested, we may not be able to perform the contract we have entered into with you, or we may be prevented from complying with our legal obligations (such as to ensure the health and safety of our workers and pupils).

We will only use your personal information for the purposes for which we have collected it, unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original purpose. If we



need to use your personal information for an unrelated purpose, we will notify you and explain the legal basis which allows us to do so.

Please note that we may process your personal information without your knowledge or consent in compliance with the above rules where this is required or permitted by law.

3.1 Use of your personal data for marketing purposes

Where you have given us consent to do so, we may send you marketing information by email or text promoting school events, campaigns, charitable causes or services that may be of interest to you.

You can withdraw consent or 'opt out' of receiving these emails and/or texts at any time by selecting the 'Unsubscribe' link at the bottom of any such communication, or by contacting us (see 'Contact us' below).

3.2 Use of your personal data in automated decision-making and profiling

We do not currently process any governors' or other volunteers' personal data through automated decision-making or profiling. If this changes in the future, we will amend any relevant privacy notices in order to explain the processing to you, including your right to object to it.

3.3 Use of your personal data for filtering and monitoring purposes

While you're in our school, we may monitor your use of our information and communication systems, equipment and facilities (e.g. school computers). We do this so that we can:

- Comply with health and safety and other legal obligations
- Comply with our policies e.g. child protection policy, IT acceptable use policy and our legal obligations
- Keep our network(s) and devices safe from unauthorised access, and prevent malicious software from harming our network(s)

4. Our lawful basis for using this data

Our lawful bases for processing your personal data for the purposes listed in section 3 above are as follows:

➤ Public task – Article 6(1)(e)

For the purposes of (a), (b), (c), and (d), we process personal data under the 'public task' basis. We need to process this data in order to carry out our official functions as a maintained school and governing body.

This includes our responsibilities under:

- Education Act 1996
- Education Act 2002
- School Governance (Constitution) (England) Regulations 2012
- School Governance (Roles, Procedures and Allowances) (England) Regulations 2013
- Keeping Children Safe in Education (statutory guidance)
- Equality Act 2010
- The School Information (England) Regulations 2008 (as amended)

This processing enables us to establish and maintain effective governance, fulfil statutory publication requirements, safeguard pupils, and meet national governance reporting requirements.

➤ Legal obligation – Article 6(1)(c)

For the purposes of (b), (c), and (d), we process personal data where it is necessary to comply with a legal obligation.

This includes obligations relating to:

- Publication of governors' details on the school website
- Provision of governance data to the Department for Education



- Safer recruitment checks (including DBS processing)
- Equality monitoring requirements
- Safeguarding duties under statutory guidance

Without this processing, we would be unable to meet our statutory responsibilities.

➤ Legitimate interests – Article 6(1)(f)

For the purposes of (a), (e), and (f), we may process personal data under the 'legitimate interests' basis, where the processing has minimal privacy impact and supports the effective and secure operation of the school.

Our legitimate interests include:

- Maintaining effective communication and governance arrangements
- Ensuring that volunteers can safely access school premises and systems
- Providing reasonable access arrangements and adjustments
- Protecting school systems, networks and data from unauthorised access
- Ensuring appropriate and lawful use of school equipment and facilities

We ensure that this processing does not override your rights and freedoms.

➤ Consent – Article 6(1)(a)

For certain activities, such as:

- The use of photographs (where not required for safeguarding or statutory purposes)
- Optional communications or promotional materials

we will seek your consent before processing your personal data.

You have the right to withdraw consent at any time. Withdrawal will not affect the lawfulness of processing carried out before consent was withdrawn.

➤ Vital interests – Article 6(1)(d)

In exceptional circumstances, we may process personal data under the 'vital interests' basis where it is necessary to protect your life or someone else's life, for example in a medical emergency requiring use of emergency contact information.

➤ Criminal conviction data

Where we process information relating to criminal convictions and offences (such as DBS checks for governors and volunteers), we do so in accordance with:

- Article 6(1)(c) and/or Article 6(1)(e) UK GDPR
- Article 10 UK GDPR
- Schedule 1, Part 2 of the Data Protection Act 2018

This processing is necessary to fulfil our safeguarding obligations under:

- Safeguarding Vulnerable Groups Act 2006
- Keeping Children Safe in Education

Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent, and explain how you would go about withdrawing consent if you wish to do so.

4.1 Our basis for using special category data

For ‘special category’ data, we only collect and use it when we have both a lawful basis, as set out above, and 1 of the following conditions for processing as set out in UK data protection law:

- We have obtained your explicit consent to use your personal data in a certain way
- We need to perform or exercise an obligation or right in relation to employment, social security or social protection law
- We need to protect an individual’s vital interests (i.e. protect your life or someone else’s life), in situations where you’re physically or legally incapable of giving consent
- The data concerned has already been made manifestly public by you
- We need to process it for the establishment, exercise or defence of legal claims
- We need to process it for reasons of substantial public interest as defined in legislation
- We need to process it for health or social care purposes, and the processing is done by, or under the direction of, a health or social work professional or by any other person obliged to confidentiality under law
- We need to process it for public health reasons, and the processing is done by, or under the direction of, a health professional or by any other person obliged to confidentiality under law
- We need to process it for archiving purposes, scientific or historical research purposes, or for statistical purposes, and the processing is in the public interest

For criminal offence data, we will only collect and use it when we have both a lawful basis, as set out above, and a condition for processing as set out in UK data protection law. Conditions include:

- We have obtained your consent to use it in a specific way
- We need to protect an individual’s vital interests (i.e. protect your life or someone else’s life), in situations where you’re physically or legally incapable of giving consent
- The data concerned has already been made manifestly public by you
- We need to process it for, or in connection with, legal proceedings, to obtain legal advice, or for the establishment, exercise or defence of legal rights
- We need to process it for reasons of substantial public interest as defined in legislation

5. Collecting this data

We will only collect and use your data when the law allows us to (as detailed above in section 4 of this notice). While the majority of information we collect about you is mandatory, there is some information that can be provided voluntarily.

Whenever we seek to collect information from you, we make it clear whether you must provide this information (and if so, what the possible consequences are of not complying), or whether you have a choice.

Most of the data we hold about you will come from you, but we may also hold data about you from:

- Local authorities
- Government departments or agencies
- Your children
- Police forces, courts or tribunals
- Other schools and trusts

6. How we store this data

We keep personal information about you while your child is attending our school. We may also keep it beyond their attendance at our school if this is necessary to comply with our legal obligations or to meet our regulatory requirements. Our record retention schedule/records management policy sets out how long we keep information about parents and carers.



This policy can be obtained by emailing the school business manager (SBM) using the office email:
office@fhi.hounslow.sch.uk

We have put in place appropriate security measures to prevent your personal information being accidentally lost, used or accessed in an unauthorised way, altered or disclosed.

We will dispose of your personal data securely when we no longer have a legal requirement to retain it.

7. Who we share data with

We do not share information about you with any third party without consent unless the law and our policies allow us to do so.

Where it is legally required, or necessary (and it complies with UK data protection law), we may share personal information about you with:

- › Our local authority, London Borough of Hounslow – to meet our legal obligations to share certain information with it, such as safeguarding concerns and information about exclusions
- › Government departments or agencies
- › Department for Education
- › Our regulator, Ofsted

Suppliers and service providers:

- › Financial organisations
- › Our auditors
- › Survey and research organisations
- › Health authorities
- › Security organisations
- › Health and social welfare organisations
- › Professional advisers and consultants
- › Charities and voluntary organisations
- › Police forces, courts, tribunals

7.1 Transferring data internationally

We may share personal information about you with the following international third parties, where different data protection legislation applies:

Where we transfer your personal data to a third-party country or territory, we will do so in accordance with UK data protection law.

In cases where we have to set up safeguarding arrangements to complete this transfer, you can get a copy of these arrangements by contacting us.

8. Your rights

8.1 How to access personal information that we hold about you

You have a right to make a 'subject access request' to gain access to personal information that we hold about you.

If you make a subject access request, and if we do hold information about you, we will (subject to any exemptions that may apply):

- › Give you a description of it
- › Tell you why we are holding it, how we are processing it, and how long we will keep it for
- › Explain where we got it from, if not from you



- › Tell you who it has been, or will be, shared with
- › Let you know whether any automated decision-making is being applied to the data, and any consequences of this
- › Give you a copy of the information in an intelligible form

You may also have the right for your personal information to be transmitted electronically to another organisation in certain circumstances.

If you would like to make a request, please contact us (see 'Contact us' below).

8.2 Your other rights regarding your data

Under data protection law, you have certain rights regarding how your personal data is used and kept safe. For example, you have the right to:

- › Object to our use of your personal data where it is likely to cause, or is causing damage or distress
- › Prevent your data being used to send direct marketing
- › Object to and challenge the use of your personal data for decisions being taken by automated means (by a computer or machine, rather than by a person)
- › In certain circumstances, have inaccurate personal data corrected or blocked
- › In certain circumstances, have the personal data we hold about you deleted or destroyed, or restrict its processing
- › Withdraw your consent, where you previously provided it for the collection, processing and transfer of your personal data for a specific purpose
- › In certain circumstances, be notified of a data breach
- › Make a complaint to the Information Commissioner's Office
- › Claim compensation for damages caused by a breach of the data protection regulations

We may refuse your information rights request for legitimate reasons, which depend on why we're processing it. Some rights may not apply in these circumstances:

- › Your right to have all personal data deleted or destroyed doesn't apply when the lawful basis for processing is legal obligation or public task
- › Your right to receive a copy of your personal data, or have your personal data transmitted to another controller, does not apply when the lawful basis for processing is legal obligation, vital interests, public task or legitimate interests
- › Right to object to use of your private data doesn't apply when the lawful basis for processing is contract, legal obligation or vital interests. And if the lawful basis is consent, you don't have the right to object, but you have the right to withdraw consent

See information on types of lawful basis in section 4 of this privacy notice.

To exercise any of these rights, please contact us (see 'Contact us' below).

9. Complaints

We take any complaints about our collection and use of personal information very seriously.

If you think that our collection or use of personal information is unfair, misleading or inappropriate, or have any other concerns about our data processing, please raise this with us in the first instance. You can make a complaint to us at any time by contacting Gareth Derrig, office@fhi.hounslow.sch.uk

Alternatively, you can make a complaint at any time to the Information Commissioner's Office:

- › Report a concern online at <https://ico.org.uk/make-a-complaint/>
- › Call 0303 123 1113
- › Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF



10. Contact us

If you have any questions or concerns, or would like more information about anything mentioned in this privacy notice, please contact our **data protection officer**:

➤ Gareth Derrig, office@fhi.hounslow.sch.uk