

Data Protection Policy

Date of policy: Sept 2025

This policy will be reviewed every 12 months (as a minimum).

Review Date: Sept 2026

Data Protection Roles and Responsibilities

Data Protection Officer: Craig Sanders

Data Protection Officers details: craig.sanders@visionteaching.co.uk

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Introduction

Vision Teaching processes personal data in relation to its own staff and individual client member/potential member contacts. It is vitally important that we abide by the principles of the General Data Protection Regulation (GDPR) and the Data Protection Act 2018 set out below.

Vision Teaching holds data on individuals for the following general purposes:

- Staff Administration.
- Advertising, marketing, and public relations.
- Accounts and records.
- Administration and processing of work-seekers personal data for the purposes of work-finding services.

The data will be processed compliant with the principles of fair processing in Article 5, GDPR. Vision Teaching will:

- Be transparent in relation to employees.
- Tell employees what we are collecting the data for and be specific about what our purposes for processing data are.
- Only collect what we need for the stated, legitimate purposes.
- Keep the personal data up to date and accurate – inaccurate data will be deleted or rectified.
- Not keep data in a form that allows identification of the data subject for longer than is necessary for the legitimate purposes notified to the employee.
- Keep the data secure.

Personal data means data, which relates to a living individual who can be identified from the data or from the data together with other information, which is in the possession of, or is likely to come into possession of, Vision Teaching. Data will only be processed in compliance with the following legal bases:

- Legitimate interest.
- Legal obligation.
- Consent.

Data will be reviewed on a regular basis to ensure that it is accurate, relevant, and up to date.

“Processing” means obtaining, recording, or holding the data or carrying out any operation or set of operations on the data. It includes organising, adapting, and amending the data, retrieval, consultation, and use of the data, disclosing and erasure or destruction of the data. It is difficult to envisage any activity involving data, which does not amount to processing. It applies to any processing that is carried out on a computer including any type of computer however described, main frame, desktop, laptop, iPad, or other mobile device.

Employees are responsible for ensuring that any changes to old or inaccurate data take place in a timely fashion. In addition, all employees should ensure that adequate security measures are in place. For example: Computer screens should not be left open by individuals who are accessing personal information. Passwords should not be disclosed.

Personnel files and other personal data should be stored in a place in which any unauthorised attempts to access them will be noticed. They should not be removed from their usual place of storage without good reason.

Personnel files should always be locked away when not in use and when in use should not be left unattended. Care should be taken when sending personal data in the mail. Destroying or disposing of personal data counts as processing. Therefore, care should be taken in the disposal of any personal data to ensure that it is appropriate.

Data subjects are entitled to obtain access to their data on request. All requests to access data by data subjects i.e., staff or members, should be referred to the Data Protection Officer, Craig Sanders. Where a request is granted, the information will be provided within 30 days of the date of the request.

Any requests for access to a reference given by a third party must be referred to the Data Protection Officer, Craig Sanders, and should be treated with caution even if the reference was given in relation to the individual making the request. This is because the person writing the reference also has a right to have their personal details handled in accordance with data protection laws, and not disclosed without their consent.

Review Dates	
Data Protection Policy:	Review date April 24 – to be reviewed Sept 24
Version:	1.1
Author:	Marta Kleban
Data Protection Policy:	Review date Sept 24 – to be reviewed Sept 25
Version:	1.2
Author:	Marta Kleban
Data Protection Policy:	Review date Sept 25 – to be reviewed Sept 26
Version:	1.3
Author:	Lauren Gardiner