



Subject Access Request
Procedure

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2. Version control

Date	Version	Revision	Owner
16/10/18	1.0	New Policy Document	Future Generation Trust Policy Team
27/01/21	2.0	Scheduled policy review	Future Generation Trust Policy Team

3. Policy Statement

All data subjects have rights of access to their personal data. This document sets out the procedure to be followed in relation to any requests made for the disclosure of personal data processed by Future Generation Trust.

4. Definition of data protection terms

This policy should be read in conjunction with the Trust's **Data Protection Policy** and a list of definitions can be found annexed to the document.

5. Recognising a subject access request

As a multi-academy trust, Future Generation Trust processes personal data concerning data subjects, those data subjects have the right to access that personal data under Data Protection law. A request to access this personal data is known as a subject access request or SAR.

A data subject is generally only entitled to access their own personal data, and not to information relating to other people. Any request by a data subject for access to their personal data is a SAR. This includes requests received in writing, by email, and verbally.

If any member of our workforce receives a request for such information they should inform the DPL for their academy as soon as possible, who will then notify the Trust's Data Protection Officer (DPO) at the earliest opportunity. The DPL will oversee the response to any Subject Access Request received by their academy.

In order that the Trust/Academy is properly able to understand the nature of any SAR and to verify the identity of the requester, any requester making a request verbally will be asked to put their request in writing.

A SAR will be considered and responded to in accordance with the Data Protection Law.

6. Verifying the identity of a Requester

Future Generation Trust is entitled to request additional information from a requester in order to verify whether the requester is in fact who they say they are. Where the Trust/Academy has reasonable doubts as to the identity of the individual making the request, evidence of identity may be established by production of two or more of the following:

- Current passport
- Current driving licence
- Recent utility bills with current address
- Birth/marriage certificate
- P45/P60
- Recent credit card or mortgage statement

If the Trust/Academy is not satisfied as to the identity of the requester then the request will not be complied with, so as to avoid the potential for an inadvertent disclosure of personal data resulting to a data breach.

7. Fee for Responding to Requests

Future Generation Trust will usually deal with a SAR free of charge.

Where a request is considered to be manifestly unfounded or excessive a fee may be requested. Alternatively, the Trust/Academy may refuse to respond to the request. If a request is considered to be manifestly unfounded or unreasonable we will inform the requester why this is considered to be the case.

A fee may also be requested in relation to repeat requests for copies of the same information. In these circumstances a reasonable fee will be charged taking into account the administrative costs of providing the information.

8. Time Period for Responding to a SAR

We will respond to a SAR within one calendar month. This will run from the later of:

- the date of the request
- the date when any additional identification (or other) information requested is received
- payment of any required fee.

In circumstances where the Trust/Academy is in any reasonable doubt as to the identity of the requester, this period will not commence unless and until sufficient information has been provided by the requester as to their identity, and in the case of a third party requester the written authorisation of the data subject has been received (see section 10 in relation to sharing information with third parties).

The period for response may be extended by a further two calendar months in relation to complex requests. What constitutes a complex request will depend on the particular nature of the request. The DPO will always be consulted in determining whether a request is sufficiently complex as to extend the response period.

Where a request is considered to be sufficiently complex as to require an extension of the period for response, Future Generation Trust will notify the requester within one calendar month of receiving the request, together with reasons as to why this is considered necessary.

A request may be received during or less than one month prior to a school holiday. Where a request is made prior to a holiday period Future Generation Trust will seek to respond prior to that holiday commencing, however where this is not possible then the Trust will inform the requester that this is the case.

Requests received during extended holiday periods may not be able to be responded to within the one month response period. Future Generation Trust will in those circumstances send out an initial acknowledgement of the request, followed by a further acknowledgment as soon as possible following commencement of the next term setting out details of when a full response will be provided (being not more than one month of commencement of that term).

9. Form of Response

A requester can request a response in a particular form. In particular, where a request is made by electronic means then, unless the requester has stated otherwise, the information will be provided in a commonly readable format.

10. Sharing Information with Third Parties

Data subjects can ask that we share their personal data with another person such as an appointed representative (in such cases the Trust will request written authorisation signed by the data subject confirming which of their personal data they would like the Trust to share with the other person).

Equally if a request is made by a person seeking the personal data of a data subject, and which purports to be made on behalf of that data subject, then a response must not be provided unless and until written authorisation has been provided by the data subject. Future Generation Trust will not approach the data subject directly but will inform the requester that we cannot respond without the written authorisation of the data subject.

If the Trust/Academy is in any doubt or has any concerns as to providing the personal data of the data subject to the third party, then we will provide the information requested directly to the data subject. It is then a matter for the data subject to decide whether to share this information with any third party.

Personal data belongs to the data subject, and in the case of the personal data of a child regardless of their age the rights in relation to that personal data are theirs and not those of their parents. Parents, in most cases, do not have automatic rights to the personal data of their child.

However, there are circumstances where a parent can request the personal data of their child without requiring the consent of the child. This will depend on the maturity of the child and whether the Trust/Academy is confident that the child can understand their rights. Generally, where a child is under 12 years of age they are deemed not to be sufficiently mature as to understand their rights of access and a parent can request access to their personal data on their behalf.

In relation to a child 12 years of age or older, then provided that Future Generation Trust is confident that they understand their rights, and there is no reason to believe that the child does not have the capacity to make a request on their own behalf, the Trust/Academy will require the written authorisation of the child before responding to the requester, or provide the personal data directly to the child in accordance with the process above.

In all cases the Trust/Academy will consider the particular circumstances of the case, and the above are guidelines only.

11. Withholding Information

There are circumstances where information can be withheld pursuant to a SAR. These are specific exemptions and requests should be considered on a case by case basis.

Where the information sought contains the personal data of third party data subjects then Future Generation Trust will:

- Consider whether it is possible to redact information so that this does not identify those third parties, taking into account that it may be possible to identify third parties from the remaining information;
- If this is not possible, consider whether the consent of those third parties can be obtained; and
- If consent has been refused, or it is not considered appropriate to seek that consent, then to consider whether it would be reasonable in the circumstances to disclose the information relating to those third parties.

If it is not then the information may be withheld. So far as possible the Trust/Academy will inform the requester of the reasons why any information has been withheld.

Where providing a copy of the information requested would involve disproportionate effort the Trust/Academy will inform the requester, advising whether it would be possible for them to view the documents at the Academy or seeking further detail from the requester as to what they are seeking, for example key word searches that could be conducted, to identify the information that is sought.

In certain circumstances information can be withheld from the requester, including a data subject, on the basis that it would cause serious harm to the data subject or another individual. If there are any concerns in this regard then the DPO should be consulted.

12. Process for dealing with a Subject Access Request

When a subject access request is received, the DPL (who will be responsible for overseeing the response) will:

- notify the DPO and relevant Headteacher;
- acknowledge receipt of the request and provide an indication of the likely timescale for a response within 5 working days subject to the receipt being made in term time;
- acknowledge receipt of requests made when the academy is closed for over a month ;
- take all reasonable and proportionate steps to identify and disclose the data relating to the request;
- never delete information relating to a subject access request, unless it would have been deleted in the ordinary course of events – it is an offence to amend or delete data following receipt of a SAR that would not have otherwise been so amended or deleted;
- consider whether to seek consent from any third parties which might be identifiable from the data being disclosed;
- provide a written response, including an explanation of the types of data provided and whether and as far as possible for what reasons any data has been withheld ; and

- ensure that information disclosed is clear and technical terms are clarified and explained.

Should legal advice be required to determine whether the Trust is required to comply with the request or supply the information sought, this will be done by the DPO.

13. Monitoring and Review

The Future Generation Trust Board has overall responsibility for this policy and for reviewing its implementation and effectiveness. The Headteacher has operational responsibility for implementation at their academy.

This policy will be reviewed every two years.

Policy adopted on: 25 March 2021

Review Date: **March 2023**

Signed: Fliss Dale

Designation: Chair of Trust Board