

Grobby Sings

Data Protection (GDPR) Policy 2023

Approved by the board of Grobby Sings Trustees: May 2023

Overview

Introduction

In order to operate, Grobby Sings needs to gather, store and use certain forms of information about individuals.

These can include singers, employees, contractors, suppliers, volunteers, audiences and potential audiences, business contacts and other people the group has a relationship with or regularly needs to contact.

This policy explains how these data should be collected, stored and used in order to meet Grobby Sings data protection standards and comply with the General Data Protection Regulations (GDPR).

The Data Protection Lead will make an annual check that the policy is being followed. (The annual check will aim to be done at the start of the new financial year, in February.)

Why is this policy important?

This policy ensures that Grobby Sings:

- Protects the rights of our singers, volunteers and supporters
- Complies with data protection law and follows good practice
- Protect the group from the risks of a data breach

Roles and responsibilities

Who and what does this policy apply to?

This applies to *all* those handling data on behalf of Grobby Sings e.g.:

- Management Team
- Trustees
- Volunteers.

It applies to all data that Groby Sings holds relating to individuals, including:

- Names
- Email addresses
- Postal addresses
- Phone numbers
- Contact details for next-of-kin and/or emergency contacts
- Any other personal information held (e.g. financial, medical)

Roles and responsibilities

Groby Sings is the Data Controller and will determine what data is collected and how it is used. The Data Protection Lead for Groby Sings is approved by the board of Trustees. They, together with the Trustees, are responsible for the secure, fair and transparent collection and use of data by Groby Sings. Any questions relating to the collection or use of data collection, use of data or data retention should be directed to the Data Protection Lead (grobysings@gmail.com) or in writing to be handed to a member of the Management Team or the board of Trustees.

Everyone who has access to data as part of Groby Sings has a responsibility to ensure that they adhere to this policy.

Data protection principles

a) We fairly and lawfully process personal data in a transparent way

Groby Sings will only collect data where lawful and where it is necessary for the legitimate purposes of the group.

- Names and contact details will be collected from singers when they first attend the group and will be used to contact them regarding choir administration and activities. Other data may also subsequently be collected.
 - Lawful basis for processing these data: Contract (the collection and use of data is fair and reasonable in relation to Groby Sings completing tasks expected as part of an individual singing in the choir).
- The name and contact details of volunteers, employees and contractors will be collected when they take up a position and will be used to contact them regarding group administration related to their role. Further information, including personal financial information and criminal records information may also be collected in specific circumstances where lawful and necessary (in order to process payment to the person or in order to carry out a DBS check).
 - Lawful basis for processing these data: Contract (the collection and use of data is fair and reasonable in relation to Groby Sings completing tasks expected as part of working with the individuals),

- An individual's name and contact details will be collected when they make a booking for an event. This will be used to contact them about their booking and to allow them entry to the event.
 - Lawful basis for processing these data: Contract (the collection and use of data is fair and reasonable in relation to Groby Sings completing tasks expected as part of the booking),
- An individual's name, contact details and other details may be collected at any time (including when booking tickets or at an event), with their consent, in order for Groby Sings to communicate with them about and to promote group activities. See 'How we get consent' below.
 - Lawful basis for processing these data: Consent (see 'How we get consent')

b) We only collect and use personal data for specific, explicit and legitimate purposes and will only use the data for those specified purposes.

When collecting data, Groby Sings will always provide a clear and specific privacy statement explaining to the subject why the data is required and what it will be used for.

A privacy notice covering all aspects of our data collection will be on display on our noticeboard at rehearsals or can be handed to singers individually by request.

c) We ensure any data collected is relevant and not excessive

Groby Sings will not collect or store more data than the minimum information required for its intended purpose. For example, we need to collect telephone numbers from singers in order to be able to contact them about group administration, but data on their marital status or sexuality will not be collected, since it is unnecessary and excessive for the purposes of group administration.

d) We ensure data is accurate and up-to-date

Groby Sings will ask singers, volunteers and Trustees to check and update their data on an annual basis. At the start of each season, the choir will be asked to let a member of the Management Team know if there are any changes to their data. The children and youth choir will be given new registration forms to complete in September each year. Any individual will be able to update their data at any point by contacting the Data Protection Lead. A notice to this effect will be put on the noticeboard at rehearsals.

e) We ensure data are not kept longer than necessary

Groby Sings will keep records for no longer than is necessary in order to meet the intended use for which it was gathered (unless there is a legal requirement to keep records).

The storage and intended use of data will be reviewed in line with Groby Sings data retention policy. When the intended use is no longer applicable (e.g. contact details for a singer who has left the group), the data will be deleted within a reasonable period.

f) We keep personal data secure

Groby Sings will ensure that data held by us is kept secure.

- Electronically-held data will be held within a password-protected and secure environment
- Passwords for electronic data files will be re-set each time an individual with data access leaves their role/position
- Physically-held data (e.g. singers forms or email sign-up sheets) will be securely stored in the home of a Management Team member or a Trustee.
- Keys for locks securing physical data files should be collected by the Data Protection Lead from any individual with access if they leave their role/position. The codes on combination locks should be changed each time an individual with data access leaves their role/position. Any physical files and containers will also be given to the Data Protection Lead.
- Access to data will only be given to relevant Trustees/Management Team/volunteers/contractors where it is clearly necessary for the running of the group. The Data Protection Lead will decide in what situations it is appropriate to give information and will do so securely in line with this policy.

Individual Rights

When Groby Sings collects, holds and uses an individual's personal data, that individual has the following rights over that data. Groby Sings will ensure its data processes comply with those rights and will make all reasonable efforts to fulfil requests from an individual in relation to those rights.

Individual's rights

- *Right to be informed:* Whenever Groby Sings collects data it will provide a clear and specific privacy statement explaining why it is being collected and how it will be used. A general privacy notice covering all aspects of our data collection will be on display on the Groby Sings noticeboard at rehearsals.
- *Right of access:* Individuals can request to see the data Groby Sings holds on them and confirmation of how it is being used. Requests should be made in writing to the Data Protection Lead and will be complied with free of charge and within one month. Where requests are complex or numerous this may be extended to two months.
- *Right to rectification:* Individuals can request that their data be updated where it is inaccurate or incomplete. Groby Sings will request that singers, volunteers, staff and contractors check and update their data on an annual basis. Any requests for data to be updated will be processed within one month.
- *Right to object:* Individuals can object to their data being used for a particular purpose. Groby Sings will always provide a way for an individual to withdraw consent in all marketing communications. Where we receive a request to stop using data we will comply unless we have a lawful reason to use the data for legitimate interests or contractual obligation.

- *Right to erasure:* Individuals can request for all data held on them to be deleted. Groby Sings data retention policy will ensure data is not held for longer than is reasonably necessary in relation to the purpose it was originally collected. If a request for deletion is made we will comply with the request unless:
 - there is a lawful reason to keep and use the data for legitimate interests or contractual obligation
 - there is a legal requirement to keep the data.
- *Right to restrict processing:* individuals can request that their personal data be 'restricted' – that is, retained and stored but not processed further (e.g. if they have contested the accuracy of any of their data, Groby Sings will restrict the data while it is verified).
- Though unlikely to apply to the data processed by Groby Sings, we will also ensure that rights related to portability and automated decision making (including profiling) are complied with where appropriate.

How we get consent

Groby Sings may collect data from consenting supporters for marketing purposes. This includes contacting them to promote performances, updating them about group news, fundraising and other group activities.

Any time data is collected for this purpose, we will provide:

- A method for users to show their positive and active consent to receive these communications (e.g. signature)
- A clear and specific explanation of what the data will be used for.

Data collected will only ever be used in the way described and consented to (e.g. we will not use email data in order to market 3rd-party products unless this has been explicitly consented to).

Every marketing communication will contain a method through which a recipient can withdraw their consent (e.g. an 'unsubscribe' link in an email). Opt-out requests such as this will be processed as soon as is practically possible.

Data retention

Roles and responsibilities

Groby Sings is the Data Controller and will determine what data is collected and how it is used. The Data Protection Lead for Groby Sings is approved by the board of Trustees. They, together with the Trustees, are responsible for the secure, fair and transparent collection and use of data by Groby Sings. Any questions relating to the collection or use of data collection, use of data or data retention should be directed to the Data Protection Lead

(grobysings@gmail.com) or in writing to be handed to a member of the Management Team or board of Trustees.

Everyone who has access to data as part of Groby Sings has a responsibility to ensure that they adhere to this policy.

Data Review

Data will be regularly updated, amended and reviewed, to establish if Groby Sings still has good reason to keep and use it.

Data to be reviewed

- Groby Sings stores data on digital documents (e.g. spreadsheets) stored on personal devices held by members of the Management Team or board of Trustees.
- Data stored on third party online services (e.g. google mail)
- Physical data stored at the homes of members of the Management Team or board of Trustees.

Who the review will be conducted by

The review will be conducted by the Data Protection Lead with other members of the Management Team or board of Trustees to be decided on at the time of the review.

How data will be deleted

- Physical data will be destroyed safely and securely, including shredding.
- All reasonable and practical efforts will be made to remove data stored digitally.
 - Priority will be given to any instances where data is stored in active lists (e.g. where it could be used) and to sensitive data.
 - Where deleting the data would mean deleting other data that we have a valid lawful reason to keep (e.g. on old emails) then the data may be retained safely and securely but not used or shared.

Criteria

The following criteria will be used to make a decision about what data to keep and what to delete.

Question	Action	
	If 'Yes'	If 'No'
Is the data stored securely?	No action necessary	Update and store data in line with Data Protection Policy

Does the original reason for having the data still apply?	Continue to use	Delete or remove data
Is the data being used for its original intention?	Continue to use	Either delete/remove or record lawful basis for use and get consent if necessary
Is there a statutory requirement to keep the data?	Keep the data at least until the statutory minimum no longer applies	Delete or remove the data unless we have reason to keep the data under other criteria.
Is the data accurate?	Continue to use	Ask the subject to confirm/update details
Where appropriate do we have consent to use the data? This consent could be implied by previous use and engagement by the individual	Continue to use	Get consent
Can the data be anonymised?	Anonymise data	Get consent

Statutory Requirements

Data stored by Groby Sings may be retained based on statutory requirements for storing data other than data protection regulations. This might include but is not limited to:

- Gift Aid declarations records
- Details of payments made and received (e.g. in bank statements and accounting records)
- Minutes of Trustee meetings and Management Team meetings
- Contracts and agreements with suppliers/customers
- Insurance details
- Tax and employment records

Other data retention procedures

Choir data

- When an individual ~~leaves~~ ceases to attend Groby Sings and all administrative tasks relating to their attendance have been completed any potentially sensitive data held on them will be deleted – this might include bank details or medical data.
- Unless consent has been given data will be removed from all email mailing lists
- All other data will be stored safely and securely until the next review.

Mailing list data

- If an individual opts out of a mailing list their data will be removed as soon as is practically possible.
- All other data will be stored safely and securely until the next review.

Volunteer and freelancer data

- When a volunteer or freelancer stops working with Groby Sings and all administrative tasks relating to their work have been completed any potentially sensitive data held on them will be deleted – this might include bank details or medical data.
- Unless consent has been given data will be removed from all email mailing lists.
- All other data will be stored safely and securely until the next review.

Other data

- All other data will be stored safely and securely until the next review.