



Seal Dunfermline SCIO

Data Protection Policy (Revised 2026)

1. Introduction to the UK-GDPR

Under the United Kingdom General Data Protection Regulations (UKGDPR) Seal Dunfermline SCIO (herein after referred to as “the Charity”) is required to comply with the UK-GDPR and undertakes to do so.

Throughout this policy document, numbers prefixed by “Art:” in brackets (*eg: {Art:5}*) refer to the relevant Article(s) in the UK-GDPR, as modified by the Keeling Schedule.

2. Definitions

{Precised from Art:4}

The definitions of terms used in this policy are the same as the definitions of those terms detailed in Article-4 of the UK-GDPR.

Data Subject

A data subject is an identifiable individual person about whom the Charity holds personal data.

Contact Information

For the purposes of this Policy, “Contact Information” means any or all of the person’s: full name (including any preferences about how they like to be called); full postal address; telephone and/or mobile number(s); e-mail address(es); social media IDs/UserNames (*eg: Facebook, Skype, Hangouts, WhatsApp*)

3. Principles of the UK-GDPR

{Precised from Art:5}

The Charity will ensure that all personal data that it holds will be:

- a) processed lawfully, fairly and in a transparent manner in relation to individuals;
- b) collected only for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes;
- c) adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed;

- d) accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay;
- e) 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; personal data may be stored for longer periods insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes subject to implementation of the appropriate technical and organisational measures required by the UK-GDPR in order to safeguard the rights and freedoms of individuals; and
- f) processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures.

4. Lawful Processing

{Precised from Art:6}

The Charity will obtain, hold and process all personal data in accordance with the UK-GDPR for the following lawful purposes. In all cases the information collected, held and processed will include Contact Information (as defined in 2 above).

4.4 By Consent

People who are interested in, and wish to be kept informed of, the activities of the Charity.

- a) Subject to the person's consent, this may include information selected and forwarded by the Charity on activities by other organisations which are relevant to those of the Charity.
Note: this will not involve providing the person's personal data to another organisation.
- b) The information collected may additionally contain details of any particular areas of interest about which the person wishes to be kept informed.
- c) The information provided will be held and processed solely for the purpose of providing the information requested by the person.

4.4 By Contract

People who sell goods and/or services to, and/or purchase goods and/or services from the Charity.

The information collected will additionally contain details of:

- a) The goods/services being sold to, or purchased from the Charity;
- b) Bank and other details necessary and relevant to the making or receiving of payments for the goods/services being sold to, or purchased from the Charity.

The information provided will be held and processed solely for the purpose of managing the contract between the Charity and the person for the supply or purchase of goods/services.

4.4 By Legal Obligation

People where there is a legal obligation on the Charity to collect, process and share information with a third party – *eg:* the legal obligations to collect, process and share with HM Revenue & Customs payroll information on employees of the Charity.

The information provided will be held, processed and shared with others solely for the purpose meeting the Charity's legal obligations.

4.4 By Vital Interest

The Charity undertakes no activities which require the collection, holding and/or processing of personal information for reasons of vital interest as defined by the ICO.

4.4 By Public Task

The Charity undertakes no public tasks which require the collection, holding and/or processing of personal information with the exception of the duty to report to the local authority and/or police matters relating to child protection.

4.4 Legitimate Interest

Volunteers, Including Trustees

In order to be able to operate efficiently, effectively and economically, it is in the legitimate interests of the Charity to hold such personal information on its volunteers and trustees as will enable the Charity to communicate with its volunteers on matters relating to the operation of the charity, eg:

- the holding of meetings;
- providing information about the Charity's activities – particularly those activities which, by their nature, are likely to be of particular interest to individual volunteers/trustees;
- seeking help, support and advice from volunteers/trustees, particularly where they have specific knowledge and experience;
- ensuring that any particular needs of the volunteer/trustee are appropriately and sensitively accommodated when organising meetings and other activities of the Charity.

Persons Referred to and/or attending the Project

In order to deliver a safe and individually focussed service, it is in the legitimate interests of the Charity to hold such personal information on those children and young people referred to and/or attending the project as will enable it to communicate with individuals, families and referring agents details of progress and any concerns eg:

- the content of support provided
- information pertinent to safeguarding and the person's health and wellbeing
- evidence of attendance, participation and progress towards the achievement of agreed personal outcomes

5. Individual Rights

5.4 The right to be informed

{Precised from Arts: 12-14}

When collecting personal information, the Charity will provide to the data subject free of charge, a Privacy Policy written in clear and plain language which is concise, transparent, intelligible and easily accessible containing the following information:

- Identity and contact details of the controller
- Purpose of the processing and the lawful basis for the processing
- The legitimate interests of the controller or third party, where applicable
- Categories of personal data;
Not applicable if the data are obtained directly from the data subject
- Any recipient or categories of recipients of the personal data
- Details of transfers to third country and safeguards
- Retention period or criteria used to determine the retention period

- ☑ The existence of each of data subject's rights
- ☑ The right to withdraw consent at any time, where relevant
- ☑ The right to lodge a complaint with a supervisory authority
- ☑ The source the personal data originates from and whether it came from publicly accessible sources
(Not applicable if the data are obtained directly from the data subject)
- ☑ Whether the provision of personal data is part of a statutory or contractual requirement or obligation and possible consequences of failing to provide the personal data (Not applicable if the data are NOT obtained directly from the data subject)

In the case of data obtained directly from the data subject, the information will be provided at the time the data are obtained.

In the case that the data are not obtained directly from the data subject, the information will be provided within a reasonable period of the Charity having obtained the data (within one month), *or*, if the data are used to communicate with the data subject, at the latest, when the first communication takes place; *or* if disclosure to another recipient is envisaged, at the latest, before the data are disclosed.

5.4 The right of access

{Precised from Art:15}

The data subject shall have the right to obtain from the controller confirmation as to whether or not personal data concerning him/her are being processed, and, where that is the case, access to his/her personal data and the information detailed in the Charity's relevant Privacy Policy.

5.4 The right to rectification

{Precised from Art:16}

The data subject shall have the right to require the controller without undue delay to rectify any inaccurate or incomplete personal data concerning him/her.

5.4 The right to erase {The right to be forgotten}

{Precised from Art:17}

Except where the data are held for purposes of legal obligation or public task (4.3 or 4.5) the data subject shall have the right to require the controller without undue delay to erase any personal data concerning him/her.

Note: This provision is also known as "The right to be forgotten".

5.4 The right to restrict processing

{Precised from Art:18}

Where there is a dispute between the data subject and the Controller about the accuracy, validity or legality of data held by the Charity the data subject shall have the right to require the controller to cease processing the data for a reasonable period of time to allow the dispute to be resolved.

5.4 The right to data portability

{Precised from Art:20}

Where data are held for purposes of consent or contract (4.1 or 4.2) the data subject shall have the right to require the controller to provide him/her with a copy in a structured, commonly used and machine-readable format of the data which he/she has provided to the controller, and have the right to transmit those data to another controller without hindrance.

5.4 The right to object

{Précised from Art:21}

- a) The data subject shall have the right to object, on grounds relating to his or her particular situation, at any time to processing of personal data concerning him/her which is based
Public Task or Legitimate Interest (4.5 or 4.6), including profiling based on those provisions. The controller shall no longer process the personal data unless the controller demonstrates compelling legitimate grounds for the processing which override the interests, rights and freedoms of the data subject or for the establishment, exercise or defence of legal claims.
- b) Where personal data are processed for direct marketing purposes, the data subject shall have the right to object at any time to processing of personal data concerning him/her for such marketing, which includes profiling to the extent that it is related to such direct marketing.
- c) Where the data subject objects to processing for direct marketing purposes, the personal data shall no longer be processed for such purposes.
- d) At the latest at the time of the first communication with the data subject, the right referred to in paragraphs a) and d) shall be explicitly brought to the attention of the data subject and shall be presented clearly and separately from any other information.

Operational Policies and Procedures

6. Operational Policies & Procedures – The Context

Seal Dunfermline SCIO (the Charity) is a small charity holding just a small amount of non-sensitive and sensitive data on a small number of people.

The Trustees understand and accept their responsibility under the UK General Data Protection Regulation (UK-GDPR) to hold all personal data securely and use it only for legitimate purposes with the knowledge and approval of the data subjects.

By the following operational policies and procedures, the Trustees undertake to uphold the principles and requirements of the UK-GDPR in a manner which is proportionate to the nature of the personal data being held by the Charity. The policies are based on the Trustees' assessment, in good faith, of the potential impacts on both the Charity and its data subjects of the personal data held by the Charity being stolen, abused, corrupted or lost.

7. Personnel

7.4 Data Protection Officer

In the considered opinion of the Trustees the scope and nature of the personal data held by the Charity is not sufficient to warrant the appointment of a Data Protection Officer.

Accordingly, no Data Protection Officer is appointed.

7.4 Data Controller

The Board of Trustees is the Data Controller for the Charity.

7.4 Data Processor

The Board of Trustees will appoint at least 2 and not more than 5 of its number, or other appropriate persons, to be the Data Processors for the Charity.

The Charity will not knowingly outsource its data processing to any third party (eg: Google GSuite, Microsoft OneDrive) except as provided for in the section "Third Party Access to Data".

7.4 Access to Data

Except where necessary to pursue the legitimate purposes of the Charity, only the Data Processors and shall have access to the personal data held by the Charity.

7.4 Training

The Board of Trustees and Data Processors will periodically undergo appropriate training commensurate with the scale and nature of the personal data that the Charity holds and processes under the UK-GDPR.

8. Collecting & Processing Personal Data

The Charity collects a variety of personal data commensurate with the variety of purposes for which the data are required in the pursuit of its charitable objects.

All personal data will be collected, held and processed in accordance with the relevant Data Privacy Notice provided to data subjects as part of the process of collecting the data.

A Data Privacy Notice will be provided, or otherwise made accessible, to all persons on whom the Charity collects, holds and processes data covered by the UK-GDPR. The Data Privacy Notice provided to data subjects will detail the nature of the data being collected, the purpose(s) for which the data are being collected and the subjects' rights in relation to the Charity's use of the data and other relevant information in compliance with the prevailing UK-GDPR requirements.

9. Information Technology

9.4 Data Protection by Design/Default

Inasmuch as:

- a) none of the Charity's volunteer Trustees are data protection professionals;
- b) it would be a disproportionate use of charitable funds to employ a data protection professional, given the scale and nature of the personal data held by the Charity;

the Trustees will seek appropriate professional advice commensurate with its data protection requirement whenever:

- c) they are planning to make significant changes to the ways in which they process personal data;
- d) there is any national publicity about new risks (eg: cyber attacks);
- e) any material changes to the UK-GDPR are proposed or have been made; which might adversely compromise the Charity's legitimate processing of personal data covered by the UK-GDPR.

Personal data will never be transmitted electronically (eg: by e-mail) unless securely encrypted.

9.4 Data Processing Equipment

The scale and nature of the personal data held by the Charity is not sufficient to justify the Charity purchasing dedicated computers for the processing of personal data.

Instead the Charity will purchase and own at least 2 and not more than 5 removable storage devices to store the personal data that it holds and processes. The removable storage devices will also act as backup devices.

Whilst the data will be processed on the computers/laptops to which the Data Processors have access, no personal data covered by the UK-GDPR will be stored on those computers/laptops. All interim working data transferred to such computers/laptops for processing will be deleted once processing has been completed.

When not in use the removable storage devices will be kept in a secure location and reasonably protected against accidental damage, loss, avoidable theft or other misuse by persons other than the Data Processors.

The Data Controller & Data Processors will keep a register of

- a) the location of all removable devices used for the storage and processing of personal data;
- b) each occasion when the data on each device were accessed or modified and by whom.

The Charity's removable storage devices shall not be used for the storage of any data which are unrelated to the Charity's processing of personal data.

9.4 Data Processing Location

Data Processors shall only process the Charity's personal data in a secure location, and not in any public place, *eg*: locations where the data could be overlooked by others, or the removable data storage devices would be susceptible to loss or theft.

Computers/laptops in use for data processing will not be left unattended at any time.

9.4 Data Backups

To protect against loss of data by accidental corruption of the data or malfunction of a removable data storage device (including by physical damage), all the Charity's personal data shall be backed up periodically and whenever any significant changes (additions, amendments, deletions) are made to the data.

Backup copies of the data shall be held in separate secure locations which are not susceptible to common risks (*eg*: fire, flood, theft).

As far as is reasonably practical, all files containing personal data covered by the UK-GDPR will be encrypted by the use of NCH-Meo, Kaspersky Vault or other comparable software. The encryption keys will be held securely in a location which is separate from the data storage media.

9.4 Obsolete or Dysfunctional Equipment (Disposal of Removable Storage Media)

Equipment used to hold personal data, whether permanently or as interim working copies, which come to the end of their useful working life, or become dysfunctional, shall be disposed of in a manner which ensures that any residual personal data held on the equipment cannot be recovered by unauthorised persons.

Inasmuch as:

- a) this will be a relatively infrequent occurrence;
- b) techniques for data recovery and destruction are constantly evolving;
- c) none of the Trustees have relevant up-to-date expert knowledge of data cleansing; equipment which becomes obsolete or dysfunctional shall not be disposed immediately. Instead it will be stored securely while up-to-date expert advice on the most appropriate methods for its data cleansing and disposal can be sought and implemented.

10. Data Subjects

10.4 The Rights of Data Subjects

In compliance with the UK-GDPR the Charity will give data subjects the following rights.

These rights will be made clear in the relevant Data Privacy Notice provided to data subjects:

- the right to be informed;
- the right of access;
- the right to rectification;

- ✓ the right of erasure {LO} *Also referred to as “The right to be forgotten”*
- ✓ the right to restrict processing;
- ✓ the right to data portability; {LO} {LI}
- ✓ the right to object; {SC} {Co} {LO}
- ✓ the right not to be subjected to automated decision making, including profiling.

The above rights are not available to data subjects when the legal basis on which the Charity is holding & processing their data are: {SC} Subject Consent; {Co} Contractual obligation
{LO} Legal Obligation {LI} Legitimate Interest

10.4 Rights of Access, Rectification and Erasure

Data subjects will be clearly informed of their right to access their personal data and to request that any errors or omissions be corrected promptly.

Such access shall be given and the correction of errors or omissions shall be made free of charge provided that such requests are reasonable and not trivial or vexatious. There is no prescribed format for making such requests provided that:

- a) the request is made in writing, signed & dated by the data subject (or their legal representative);
- b) the data claimed to be in error or missing are clearly and unambiguously identified;
- c) the corrected or added data are clear and declared by the subject to be complete and accurate.

It will be explained to subjects who make a request to access their data and/or to have errors or omissions corrected, or that their data be erased, that, while their requests will be actioned as soon as is practical there may be delays where the appropriate volunteers or staff to deal with the request do not work on every normal weekday.

Where a data subject requests that their data be rectified or erased the Data Controller and Data Processor will ensure that the rectifications or erasure will be applied to all copies of the subject’s personal data including those copies which are in the hands of a Third Party for authorised data processing.

The Charity will respond to a Subject Access Request (SAR) without reasonable delay and within one month of the request being received. The time limit for responding to such request can be extended to two months if the request is complex or if a number of requests are received from an individual.

Before responding to an SAR for information held about a child, we will consider whether the child is mature enough to understand their rights. If the request is from a child and we are confident they can understand their rights, we will usually respond directly to the child. You may, however, allow the parent or guardian to exercise the child’s rights on their behalf if the child authorises this, or if it is evident that this is in the best interests of the child. If a child is competent, they may authorise someone else, other than a parent or guardian, to make a SAR on their behalf.

10.4 Right of Portability

The Charity will only provide copies of personal data to the subject (or the subject’s legal representative) on written request. The Charity reserves the right either:

- a) to decline requests for portable copies of the subject’s personal data when such requests are unreasonable (*ie*: excessively frequent) or vexatious; *or*
- b) to make a reasonable charge for providing the copy.

10.4 Data Retention Policy

The Charity Personal information will be retained as follows:

- For group members
For a period of one year after leaving Seal.

Personal information may be requested by statutory agencies and bodies such as Social Work, NHS Fife or the Children's Hearing System as part of an assessment or enquiry related to the child or young person's welfare.

Where there has been a reportable child protection issue or incident while the group member was attending Seal, personal information will be retained for a period of 5 years in all cases on the grounds that this may form part of an enquiry or investigation after the group member has left the project.

- For employees and volunteers

Once an employee or volunteer leaves SEAL we will only retain name, address and dates of employment/volunteering i.e. the basic information needed to respond to a request for a reference from a future employer.

A copy of the Seal Data Retention Schedule is provided in Appendix 1.

11. Privacy Impact Assessment

11.1 Trustees' Data

The volume of personal data is very low – less than 10 individuals

The sensitivity of the data is low-moderate: the most sensitive data being date of birth, previous names and previous addresses;

The risk of data breach is small as the data are rarely used, with the majority of the data being held for a combination of legal obligation and legitimate interest. **Overall impact: LOW**

11.2 Volunteers Data

The volume of personal data is low – less than 5 individuals

The sensitivity of the data is low as it mainly relates to contact information, references and PVG status; The risk of data breach is small – primarily the accidental disclosure of names & e-mail addresses.

Overall impact: LOW

11.3 Family/Child Referral Data

The sensitivity of the data is moderate: the most sensitive data being details of family circumstances, other professional involvements and/or specific needs (neurodivergent conditions etc.); The risk of data breach is small – primarily the accidental disclosure of names & e-mail addresses

Overall impact: LOW

11.4 Supporters and Enquirers Data

The sensitivity of the data is low: the most sensitive data being contact details including names and contact details. The risk of data breach is small – primarily the accidental disclosure of names & e-mail addresses.

Overall impact: LOW

12. Third Party Access to Data

Under no circumstance will the Charity share with, sell or otherwise make available to Third Parties any personal data except where it is necessary and unavoidable to do so in pursuit of its charitable objects as authorised by the Data Controller.

Whenever possible, data subjects will be informed in advance of the necessity to share their personal data with a Third Party in pursuit of the Charity's objects.

Before sharing personal data with a Third Party the Charity will take all reasonable steps to verify that the Third Party is, itself, compliant with the provisions of the UK-GDPR and confirmed in a written contract. The contract will specify that:

- The Charity is the owner of the data;
- The Third Party will hold and process all data shared with it exclusively as specified by the instructions of the Data Controller;
- The Third Party will not use the data for its own purposes;
- The Third Party will adopt prevailing industry standard best practice to ensure that the data are held securely and protected from theft, corruption or loss;
- The Third Party will be responsible for the consequences of any theft, breach, corruption or loss of the Charity's data (including any fines or other penalties imposed by the Information Commissioner's Office) unless such theft, breach, corruption or loss was a direct and unavoidable consequence of the Third Party complying with the data processing instructions of the Data Controller
- The Third Party will not share the data, or the results of any analysis or other processing of the data with any other party without the explicit written permission of the Data Controller;
- The Third Party will securely delete all data that it holds on behalf of the Charity once the purpose of processing the data has been accomplished.
- The Charity does not, and will not, transfer personal data out of the UK.

13. Data Breach

In the event of any data breach coming to the attention of the Data Controller the Trustees will immediately notify the Information Commission's Office.

In the event that full details of the nature and consequences of the data breach are not immediately accessible (*eg*: because Data Processors do not work on every normal weekday) the Trustees will bring that to the attention of the Information Commissioner's Office and undertake to forward the relevant information as soon as it becomes available.

14. Privacy Policy & Privacy Notices

The Charity will have a Privacy Policy and appropriate Privacy Notices which it will make available to everyone on whom it holds and processes personal data, in accordance with 5.1.

In the case of data obtained directly from the data subject, the Privacy Notice will be provided at the time the data are obtained.

In the case that the data are not obtained directly from the data subject, the Privacy Notice will be provided within a reasonable period of the Charity having obtained the data (within one month), **or**, if the data are used to communicate with the data subject, at the latest, when the first communication takes place; **or** if disclosure to another recipient is envisaged, at the latest, before the data are disclosed.

15. Data Protection Complaints

If someone considers that the charity has infringed data protection legislation because of the way personal information has been dealt with (or the personal information of someone they're acting on behalf of), they can submit a complaint.

In order to complain, they don't have to use legal terms or quote sections of the legislation.

For example, people may submit complaints about:

- the way you've responded to their subject access request (SAR), or other rights request;
- the security measures you've used to store their information (e.g. someone who has been impacted by a data breach, regardless of whether it's reportable to us);
or
- how you've collected or used their personal information (e.g. where you've stored it, how long you've kept it for, or its accuracy).

The process by which the charity will deal with complaints together with relevant timescales is set out in Seal's Complaints Policy a copy of which is available on our website or can be obtained by contacting us by phone (01383 730673) or email (office@sealdunfermline.org.uk).

Appendix 1 – Data Retention Schedule

| Type of information | Retention period | Terms of Reference |
|---|--|---|
| Accounting records- Maternity, paternity, payroll, benefit records etc | At the end of the sixth financial year. | HMRC |
| Grant applications and monitoring | Kept and archived for historical purposes. | |
| Annual reports. | Kept and archived for historical purposes. | |
| Staff, volunteers, service user contact/commencement/end of involvement details. | Indefinitely. | In light of historical child abuse, adoption, police and fostering enquiries basic information will be retained. |
| Service User personal records | One year following end of service unless there has been an incident. All records where an incident has been recorded will be for a period of five years from the date of the incident. | |
| PVG Certificates | Will be destroyed 3 months after a recruitment decision has been made. | Disclosure Scotland guidance – Basic PVG ID numbers and dates will be recorded in the folder held in the admin filing cabinet. |
| Staff personnel records | Held for the duration of employment and for seven years after the person has left. | Eligibility to work in the UK records – retained 2 years after the staff member has left the company. |
| Staff personnel records where an incident has been recorded. Any records which may be required to prepare for, or defend, a legal claim. | Until the legal process has been completed. | |
| Volunteer personnel records (including trustees). | Retain for six months after their date of leaving. | |
| Job applications | Six months following a recruitment decision. | |
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|--------------------------------|---|--|
| Risk assessments | Destroyed once a revised RA document has been produced. | |
| Service evaluations | Destroyed one year after data has been analysed and recorded. | |
| Time sheets, session registers | One year after statistical analysis/reporting has been completed. | |
| Right to work checks | 2 years after the staff member has left. | |

Approval and Revision Dates