



Appropriate policy document for the processing of special categories of personal data and personal data about criminal convictions and offences.

1. Purpose of the policy

1.1.



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condition applies to special category personal data collected or used for the purposes of complying with employment, social security or social protection laws. As an employer there are various laws relating to employment and social protection that must be complied with, for instance, laws relating to parental leave, adoption leave, statutory leave, maternity pay, sick pay, unfair dismissal and laws promoting equality and diversity and preventing discrimination and harassment. Special category personal data under this condition shall only be used for the purposes of complying with legal obligations relating to employment or social protection laws.

- 3.1.2. **Condition 6 – Statutory or government purposes.** Special category personal data may be processed where it is in the substantial public interest to do so in order to comply with a legal obligation The University is subject to a variety of legal obligations which may require it to process



mandatory (see also Condition 18 – Safeguarding of children and of individuals at risk which is also relevant). Criminal conviction information is sought by the University on the ground of a reasonable concern that applicants who are as yet un-rehabilitated may repeat the conduct that gave rise to the unspent conviction. The information is sought to prevent harm occurring to other staff and students.

Any data is used solely for the purposes of safeguarding and protecting the University community, is kept separate from other personal data, and is handled in accordance with strict DBS and security check standards. By virtue of Paragraph 36 of Schedule 1 to the DPA Act 2018, it is not necessary to demonstrate a substantial public interest in the above processing.

This condition also applies to special category personal data (e.g. about religious beliefs or political opinions) and/or personal data about criminal convictions and offences used without explicit consent in connection with the University's obligations under the Prevent duty. Although much data processing surrounding Prevent matters is based on the consent of the individual, on occasion (especially during initial conversations about concerns) there may be a need to process such data in order to meet the substantial public interest in preventing people from being drawn into radicalisation or terrorism.

Any personal data processed under this condition is handled very carefully on a strict need to-know basis both within and, on occasion, beyond the University (e.g. disclosures to the OfS Prevent Lead or the police) in accordance with Government and OfS guidance

3.1.6. **Condition 11 – Protecting the public against dishonesty etc.** This condition applies to special category personal data or personal data about criminal convictions and offences collected or used under fitness to practice procedures for students on professional courses (e.g. medicine). The processing of such data is in the substantial public interest in ensure the safety of the public with regard to students working towards becoming part of these regulated professions. Any personal data processed under this condition is kept separate from other personal data, and is solely used for this limited purpose in accordance with strict protocols that are aligned to normal standards and industry-level guidance (e.g. of the General Medical Council) in this professional area.

3.1.7. **Condition 17 – Counselling etc.** Most special category personal data or personal data about criminal convictions and offences used during student/staff counselling or other student/staff welfare support services is collected with the explicit consent of the data subject (in some cases through the provision of options such as 'Prefer not to say' on relevant data collection forms). Where the collection or use of special category personal data in a counselling/welfare context is not carried out with explicit consent, it would only be because a substantial public interest has been identified and is being acted upon (e.g. to prevent harm arising to the data subject or others by a disclosure to another part of the University.) Where the collection or use of personal data about criminal convictions and offences in a counselling/welfare context is not carried out with explicit consent, it would only be because an urgent need had been identified for the data to be disclosed (e.g. to the police, to prevent or detect crime – see Paragraph 10 above).

3.1.8. **Condition 18 – Safeguarding of children and of individuals at risk.**



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This condition applies to personal data about criminal convictions and offences collected in connection with the delivery of residential events to prospective undergraduate applicants, some of whom are aged under 18, and solely in relation to a mandatory question on the registration forms for such events asking attendees to declare any relevant unspent criminal convictions. These data are used solely for safeguarding purposes and to ensure that these events can be run in a safe manner for all attendees.

This condition applies to the collection of declarations of relevant unspent criminal convictions in the course of recruitment exercises where answers to those questions are mandatory (see also Condition 10 – Preventing or detecting unlawful acts which is also relevant). This data is used to assess the suitability of candidates for the post; including, assessing the existence and magnitude of any risk of harm that may be posed by the applicant to vulnerable students with whom they will inevitably have close contact.



6. Related documents

Data Protection Policy

7. Document control

Version No:	Supersedes	Author	Publication Date	Date of next review	Classification
V1	N/A	Paul Starkey			