

Data Protection policy

Overview

Key details

- Approved by Board/committee on: 26/02/2024
- Next review date: 26/2/2026

Introduction

Why is this policy important?

This policy ensures that KYJO:

- Protects the rights of its members, volunteers and supporters
- Complies with data protection law and follows good practice
- Protects 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 KYJO e.g.:

- Committee members
- Employees and volunteers
- Members
- Contractors
- Third-party suppliers

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

- Names
- Email addresses
- Postal addresses
- Phone numbers
- Any other personal information held (e.g. financial)

Roles and responsibilities

KYJO is the Data Controller and will determine what data is collected and how it is used. The Data Protection Officer for KYJO is Audrey Franks. Together with the other Trustees, she is responsible for the

secure, fair and transparent collection and use of data by KYJO. Any questions relating to the collection or use of data should be directed to the Data Protection Officer.

Everyone who has access to data as part of his or her involvement with KYJO has a responsibility to ensure that they adhere to this policy.

KYJO uses third party Data Processors (e.g. Mail Chimp) to process data on its behalf. KYJO will ensure all Data Processors are compliant with GDPR.

Data protection principles

a) KYJO fairly and lawfully processes personal data in a transparent way

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

- A member's name and contact details will be collected when (s)he first joins the group and will be used to contact the member regarding group membership administration and activities. Other data may also subsequently be collected in relation to their membership, including their payment history for 'subs'. Where possible KYJO will anonymise this data
 - Lawful basis for processing this data: Contract (the collection and use of data is fair and reasonable in relation to KYJO completing tasks expected as part of the individual's membership).
- 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 this data: Contract (the collection and use of data is fair and reasonable in relation to KYJO 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 this data: Contract (the collection and use of data is fair and reasonable in relation to KYJO 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 KYJO to communicate with them about and promote group activities. See 'How we get consent' below.
 - Lawful basis for processing this data: Consent (see 'How we get consent')
- Pseudonymous or anonymous data (including behavioural, technological and geographical/regional) on an individual may be collected via tracking 'cookies' when they access our website or interact with our emails, in order for us to monitor and improve our effectiveness on these channels. See 'Cookies on the KYJO website' below.
 - Lawful basis for processing this data: Consent (see 'How we get consent')

b) KYJO only collects and uses personal data for specific, explicit and legitimate purposes and will only use the data for those specified purposes.

When collecting data, KYJO 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.

c) KYJO ensures any data collected are relevant and not excessive

KYJO 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 members 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) KYJO ensures data are accurate and up-to-date

KYJO will ask members, volunteers and staff to check and update their data on an annual basis at the start of each Academic Year. Any individual will be able to update their data at any point by contacting the Data Protection Officer.

e) KYJO ensures data are not kept longer than necessary

KYJO will keep records or data for no longer than is necessary in order to meet the intended use for which they were gathered (unless there is a legal requirement to keep records).

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

When a member leaves, KYJO will ask the parent if they would like to remain in contact with KYJO (eg we may wish to ask a former member to return and play in a future gig). They will also be asked if they wish to be added to the KYJO Mailing list. In the event that they do not wish to stay in contact, KYJO will inform them that the records will be destroyed, and we will have no means of contacting them in the future.

f) KYJO keeps personal data secure

KYJO will ensure that data it holds are 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. membership forms or email sign-up sheets) is held securely by the Administration Manager.
- Access to data will only be given to relevant trustees/committee members/contractors where it is clearly necessary for the running of the group. The Data Protection Officer will decide in what situations this is applicable and will keep a master list of who has access to data. A physical copy of emergency contact details and medical information is held with the current music for access at rehearsals and gigs in line with our safeguarding policy.

g) Transfer to countries outside the EEA

KYJO will not transfer data to countries outside the European Economic Area (EEA), unless the country has adequate protection for the individual's data privacy rights.

Individual Rights

When KYJO collects, holds and uses an individual's personal data, that individual has the following rights over that data. KYJO will ensure its data processes facilitate 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 KYJO collects data it will provide a clear and specific privacy statement explaining why it is being collected and how it will be used.
- **Right of access:** individuals can request to see the data KYJO holds on them and confirmation of how it is being used. Requests should be made in writing to the Data Protection Officer 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 they are inaccurate or incomplete. KYJO will request that members, 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. KYJO will always provide a way for an individual to withdraw consent in all marketing communications. Where KYJO receives a request to stop using data it will comply unless it has 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. KYJO's data retention policy will ensure data are not held for longer than is reasonably necessary in relation to the purpose they were originally collected. If a request for deletion is made KYJO 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, KYJO will restrict the data while it is verified).

Though unlikely to apply to the data processed by KYJO, it will also ensure that rights related to portability and automated decision-making (including profiling) are complied with where appropriate.

Member -to-member contact

We only share members' data with other members with the subject's prior consent.

As a membership organisation KYJO encourages communication between members.

To facilitate this:

- Members can request the personal contact data of other members in writing via the Data Protection Officer or Administration Manager. These details will be given, as long as they are for the purposes of contacting the subject (e.g. an email address, not financial or health data) and the subject has consented to their data being shared with other members in this way,

How we get consent

KYJO will regularly 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 are collected for this purpose, KYJO will provide:

- A method for users to show their positive and active consent to receive these communications (e.g. a 'tick box')
- A clear and specific explanation of what the data will be used for (e.g. 'Tick this box if you would like KYJO to send you email updates with details about our forthcoming events, fundraising activities and opportunities to get involved')

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 third-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 within 14 days.

Data retention policy

Overview

Introduction

This policy sets out how KYJO will approach data retention and establishes processes to ensure we do not hold data for longer than is necessary.

It forms part of KYJO Data Protection Policy.

Roles and responsibilities

KYJO is the Data Controller and will determine what data is collected, retained and how it is used. The Data Protection Officer for KYJO is Audrey Franks, who, together with the other trustees, is responsible for the secure and fair retention and use of data by KYJO. Any questions relating to data retention or use of data should be directed to the Data Protection Officer.

Regular Data Review

A regular review of all data will take place to establish if KYJO still has good reason to keep and use the data held at the time of the review.

As a general rule a data review will be held every 2 years and no more than 27 calendar months after the last review. The latest review took place on 26 February 2024.

Data to be reviewed

- KYJO stores data on digital documents (e.g. spreadsheets) stored on personal devices held by committee members.
- Data stored on third-party online services (e.g. Google Drive, Mail Chimp)
- Physical data stored at the homes of committee members

Who the review will be conducted by

The review will be conducted by the Data Protection Officer with other committee members 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.
 - o Priority will be given to any instances where data are stored in active lists (e.g. where they could be used) and to sensitive data.
 - o 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.

Criteria

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

Question	Action	
	Yes	No
Is the data stored securely?	No action necessary	Update storage protocol 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	Continue to use

Statutory Requirements

Date stored by KYJO 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)
- Trustee meeting minutes
- Contracts and agreements with suppliers/customers
- Insurance details
- Tax and employment records

Other data retention procedures

Member data

- When a member leaves KYJO and all administrative tasks relating to his/her membership 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 and reviewed as part of the next two year 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 and reviewed as part of the next two year review

Volunteer and freelancer data

- When a volunteer or freelancer stops working with KYJO 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 and reviewed as part of the next two year review

Other data

- All other data will be included in a regular two year review.