

STATION HILL BAPTIST CHURCH

PRIVACY AND DATA PROTECTION POLICY

Version 1.0; Adopted May 24th 2018

STATION HILL BAPTIST CHURCH is committed to protecting all information that we handle about people we support and work with, and to respecting people's rights around how their information is handled. This policy explains our responsibilities and how we will meet them.

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Section A – What this policy is for

1. Policy statement

1.1 STATION HILL BAPTIST CHURCH is committed to protecting personal data and respecting the rights of our **data subjects**; the people whose **personal data** we collect and use. We value the personal information entrusted to us and we respect that trust, by complying with all relevant laws, and adopting good practice.

We process personal data to help us:

- a) maintain our list of church members [and regular attenders];
- b) provide pastoral support for members and others connected with our church;
- c) provide services to the community including Toddler Groups and Prayer Café;
- d) safeguard children, young people and adults at risk;
- e) recruit, support and manage staff and volunteers;
- f) help people connected with Station Hill Baptist Church to contact one another;
- g) maintain our accounts and records;
- h) promote our goods and services;
- i) maintain the security of property and premises;
- j) respond effectively to enquirers and handle any complaints

1.2 This policy has been approved by the church's Charity Trustees who are responsible for ensuring that we comply with all our legal obligations. It sets out the legal rules that apply whenever we obtain, store or use personal data.

2. Why this policy is important

2.1 We are committed to protecting personal data from being misused, getting into the wrong hands as a result of poor security or being shared carelessly, or being inaccurate, as we are aware that people can be upset or harmed if any of these things happen.

2.2 This policy sets out the measures we are committed to taking as an organisation and what each of us will do to ensure we comply with the relevant legislation.

2.3 In particular, we will make sure that all personal data is:

- a) processed **lawfully, fairly and in a transparent manner**;
- b) processed for **specified, explicit and legitimate purposes** and not in a manner that is incompatible with those purposes;
- c) **adequate, relevant and limited to what is necessary** for the purposes for which it is being processed;
- d) **accurate** and, where necessary, up to date;
- e) **not kept longer than necessary** for the purposes for which it is being processed;

- f) processed in a **secure** manner, by using appropriate technical and organisational means;
- g) processed in keeping with the **rights of data subjects** regarding their personal data.

3. How this policy applies to you & what you need to know

- 3.1 **As an employee, trustee or volunteer** processing personal information on behalf of the church, you are required to comply with this policy. If you think that you have accidentally breached the policy it is important that you contact our Data Protection Trustee immediately so that we can take swift action to try and limit the impact of the breach.

Anyone who breaches the Data Protection Policy may be subject to disciplinary action, and where that individual has breached the policy intentionally, recklessly, or for personal benefit they may also be liable to prosecution or to regulatory action.

- 3.2 **As a leader/manager:** You are required to make sure that any procedures that involve personal data, that you are responsible for in your area, follow the rules set out in this Data Protection Policy.

- 3.3 **As a data subject of STATION HILL BAPTIST CHURCH:** We will handle your personal information in line with this policy.

- 3.4 **As an appointed data processor/contractor:** Companies who are appointed by us as a data processor are required to comply with this policy under the contract with us. Any breach of the policy will be taken seriously and could lead to us taking contract enforcement action against the company, or terminating the contract. Data processors have direct obligations under the GDPR, primarily to only process data on instructions from the controller (us) and to implement appropriate technical and organisational measures to ensure a level of security appropriate to the risk involved.

- 3.5 **Our Data Protection Trustee** is responsible for advising STATION HILL BAPTIST CHURCH and its staff and members about their legal obligations under data protection law, monitoring compliance with data protection law, dealing with data security breaches and with the development of this policy. Any questions about this policy or any concerns that the policy has not been followed should be referred to the Data Protection Trustee at hottchurch@gmail.com

- 3.6 Before you collect or handle any personal data as part of your work (paid or otherwise) for STATION HILL BAPTIST CHURCH, it is important that you take the time to read this policy carefully and understand what is required of you, as well as the organisation's responsibilities when we process data.

- 3.7 Our procedures will be in line with the requirements of this policy, but if you are unsure about whether anything you plan to do, or are currently doing, might breach this policy you must first speak to the Data Protection Trustee.

4. Training and guidance

- 4.1 We will provide general training at least annually for all staff to raise awareness of their obligations and our responsibilities, as well as to outline the law.
- 4.2 We may also issue procedures, guidance or instructions from time to time. [Managers/leaders must set aside time for their team to look together at the implications for their work.]

Section B – Our data protection responsibilities

5. What personal information do we process?

- 5.1 In the course of our work, we may collect and process information (personal data) about many different people (data subjects). This includes data we receive straight from the person it is about, for example, where they complete forms or contact us. We may also receive information about data subjects from other sources including, for example, previous employers, or other churches on transfer of Memberships.
- 5.2 We process personal data in both electronic and paper form and all this data is protected under data protection law. The personal data we process can include information such as names and contact details, education or employment details, date of birth and visual images of people.
- 5.3 In some cases, we hold types of information that are called “**special categories**” of data in the GDPR. This personal data can only be processed under strict conditions.

‘Special categories’ of data (as referred to in the GDPR) includes information about a person’s: racial or ethnic origin; political opinions; religious or similar (e.g. philosophical) beliefs; trade union membership; health (including physical and mental health, and the provision of health care services); genetic data; biometric data; sexual life and sexual orientation.

- 5.4 We will not hold information relating to criminal proceedings or offences or allegations of offences unless there is an overarching safeguarding requirement to process this data for the protection of children and adults who may be put at risk in our church. This processing will only ever be carried out on advice from the Ministries Team of the Baptist Union of Great Britain or our Regional Association Safeguarding contact person.
- 5.5 Other data, such as bank details, may also be considered ‘sensitive’ but will not be subject to the same legal protection as the types of data listed above.

6. Making sure processing is fair and lawful

- 6.1 Processing of personal data will only be fair and lawful when the purpose for the processing meets a legal basis, as listed below, and when the processing is transparent. This means we will provide people with an explanation of how and why we process their personal data at the point we collect data from them, as well as when we collect data about them from other sources.

How can we legally use personal data?

- 6.2 Processing of personal data is only lawful if at least one of these legal conditions, as listed in Article 6 of the GDPR, is met:
- a) the processing is **necessary for a contract** with the data subject;
 - b) the processing is **necessary for us to comply with a legal obligation**;
 - c) the processing is necessary to protect someone's life (this is called "**vital interests**");
 - d) the processing is necessary for us to perform a task in the **public interest**, and the task has a clear basis in law;
 - e) the processing is **necessary for legitimate interests** pursued by STATION HILL BAPTIST CHURCH or another organisation, unless these are overridden by the interests, rights and freedoms of the data subject.
 - f) If none of the other legal conditions apply, the processing will only be lawful if the data subject has given their clear **consent**.

How can we legally use 'special categories' of data?

- 6.3 Processing of 'special categories' of personal data is only lawful when, in addition to the conditions above, one of the extra conditions, as listed in Article 9 of the GDPR, is met. These conditions include where:
- a) the processing is necessary for **carrying out our obligations under employment and social security and social protection law**;
 - b) the processing is necessary for **safeguarding the vital interests** (in emergency, life or death situations) **of an individual** and the data subject is incapable of giving consent;
 - c) the processing is carried out in the **course of our legitimate activities** and only relates to our members or persons we are in regular contact with in connection with our purposes;
 - d) the processing is necessary for **pursuing legal claims**.
 - e) If none of the other legal conditions apply, the processing will only be lawful if the data subject has given their **explicit consent**.
- 6.4 Before deciding which condition should be relied upon, we may refer to the original text of the GDPR as well as any relevant guidance, and seek legal advice as required.

What must we tell individuals before we use their data?

- 6.5 If personal data is collected directly from the individual, we will inform them in writing about our identity/contact details [and those of the Data Protection Trustee], the reasons for processing, and the legal bases, [including explaining any automated decision making or profiling], explaining our legitimate interests, and explaining, where relevant, the consequences of not providing data needed for a contract or statutory requirement; who we will share the data with; if we plan to send the data outside of the European Union; how long the data will be stored and the data subjects' rights.

This information is commonly referred to as a 'Privacy Notice'.

This information will be given at the time when the personal data is collected.

- 6.6 If data is collected from another source, rather than directly from the data subject, we will provide the data subject with the information described in section 6.5 as well as: the categories of the data concerned; and the source of the data.

This information will be provided to the individual in writing and no later than within **1 month** after we receive the data, unless a legal exemption under the GDPR applies. If we use the data to communicate with the data subject, we will at the latest give them this information at the time of the first communication.

If we plan to pass the data onto someone else outside of STATION HILL BAPTIST CHURCH, we will give the data subject this information before we pass on the data, unless required otherwise by Law.

7. When we need consent to process data

- 7.1 Where none of the other legal conditions apply to the processing, and we are required to get consent from the data subject, we will clearly set out what we are asking consent for, including why we are collecting the data and how we plan to use it. Consent will be specific to each process we are requesting consent for and we will only ask for consent when the data subject has a real choice whether or not to provide us with their data.

- 7.2 Consent can however be withdrawn at any time and if withdrawn, the processing will stop. Data subjects will be informed of their right to withdraw consent and it will be as easy to withdraw consent as it is to give consent.

8. Processing for specified purposes

- 8.1 We will only process personal data for the specific purposes explained in our privacy notices (as described above in section 6.5.) or for other purposes specifically permitted by law. We will explain those other purposes to data subjects in the way described in section 6, unless there are lawful reasons for not doing so.

9. Data will be adequate, relevant and not excessive

- 9.1 We will only collect and use personal data that is needed for the specific purposes described above (which will normally be explained to the data subjects in privacy notices). We will not collect more than is needed to achieve those purposes. We will not collect any personal data “just in case” we want to process it later.

10. Accurate data

- 10.1 We will make sure that personal data held is accurate and, where appropriate, kept up to date. The accuracy of personal data will be checked at the point of collection and at appropriate points later on.

11. Keeping data and destroying it

- 11.1 We will not keep personal data longer than is necessary for the purposes that it was collected for. We will comply with official guidance issued to our sector about retention periods for specific records.
- 11.2 Information about how long we will keep records for can be obtained from the Data Protection Trustee.

12. Security of personal data

- 12.1 We will use appropriate measures to keep personal data secure at all points of the processing. Keeping data secure includes protecting it from unauthorised or unlawful processing, or from accidental loss, destruction or damage.
- 12.2 We will implement security measures which provide a level of security which is appropriate to the risks involved in the processing.

Measures will include technical and organisational security measures. In assessing what measures are the most appropriate we will take into account the following, and anything else that is relevant:

- a) the quality of the security measure;
 - b) the costs of implementation;
 - c) the nature, scope, context and purpose of processing;
 - d) the risk (of varying likelihood and severity) to the rights and freedoms of data subjects;
 - e) the risk which could result from a data breach.
- 12.3 Measures may include:
- a) technical systems security;
 - b) measures to restrict or minimise access to data;

- c) measures to ensure our systems and data remain available, or can be easily restored in the case of an incident;
- d) physical security of information and of our premises;
- e) organisational measures, including policies, procedures, training and audits;
- f) regular testing and evaluating of the effectiveness of security measures.

13. Keeping records of our data processing

- 13.1 To show how we comply with the law we will keep clear records of our processing activities and of the decisions we make concerning personal data (setting out our reasons for those decisions).

Section C – Working with people we process data about (data subjects)

14. Data subjects' rights

- 14.1 We will process personal data in line with data subjects' rights, including their right to:
- a) request access to any of their personal data held by us (known as a Subject Access Request);
 - b) ask to have inaccurate personal data changed;
 - c) restrict processing, in certain circumstances;
 - d) object to processing, in certain circumstances, including preventing the use of their data for direct marketing;
 - e) data portability, which means to receive their data, or some of their data, in a format that can be easily used by another person (including the data subject themselves) or organisation;
 - f) not be subject to automated decisions, in certain circumstances; and
 - g) withdraw consent when we are relying on consent to process their data.
- 14.2 If a colleague receives any request from a data subject that relates or could relate to their data protection rights, this will be forwarded to our Data Protection Trustee **immediately**.
- 14.3 We will act on all valid requests as soon as possible, and at the latest within **one calendar month**, unless we have reason to, and can lawfully extend the timescale. This can be extended by up to two months in some circumstances.
- 14.4 All data subjects' rights are provided free of charge.
- 14.5 Any information provided to data subjects will be concise and transparent, using clear and plain language.

15. Direct marketing

- 15.1 We will comply with the rules set out in the GDPR, the Privacy and Electronic Communications Regulations (PECR) and any laws which may amend or replace the regulations around **direct marketing**. This includes, but is not limited to, when we make contact with data subjects by post, email, text message, social media messaging, telephone (both live and recorded calls) and fax.

Direct marketing means the communication (by any means) of any advertising or marketing material which is directed, or addressed, to individuals. "Marketing" does not need to be selling anything, or be advertising a commercial product. It includes contact made by organisations to individuals for the purposes of promoting the organisation's aims.

- 15.2 Any direct marketing material that we send will identify STATION HILL BAPTIST CHURCH as the sender and will describe how people can object to receiving similar communications in the future. If a data subject exercises their right to object to direct marketing we will stop the direct marketing as soon as possible.

Section D – working with other organisations & transferring data

16. Sharing information with other organisations

- 16.1 We will only share personal data with other organisations or people when we have a legal basis to do so and if we have informed the data subject about the possibility of the data being shared (in a privacy notice), unless legal exemptions apply to informing data subjects about the sharing. Only authorised and properly instructed personnel are allowed to share personal data.
- 16.2 We will keep records of information shared with a third party, which will include recording any exemptions which have been applied, and why they have been applied. We will follow the ICO's statutory [Data Sharing Code of Practice](#) (or any replacement code of practice) when sharing personal data with other data controllers. Legal advice will be sought as required.

17. Data processors

- 17.1 Before appointing a contractor who will process personal data on our behalf (a data processor) we will carry out due diligence checks. The checks are to make sure the processor will use appropriate technical and organisational measures to ensure the processing will comply with data protection law, including keeping the data secure, and upholding the rights of data subjects. We will only appoint data processors who can provide us with sufficient guarantees that they will do this.
- 17.2 We will only appoint data processors on the basis of a written contract that will require the processor to comply with all relevant legal requirements. We will continue to monitor the data processing, and compliance with the contract, throughout the duration of the contract.

18. Transferring personal data outside the European Union (EU)

- 18.1 Personal data cannot be transferred (or stored) outside of the European Union unless this is permitted by the GDPR. This includes storage on a “cloud” based service where the servers are located outside the EU.
- 18.2 We will only transfer data outside the EU where it is permitted by one of the conditions for non-EU transfers in the GDPR

Section E – Managing change & risks

19. Data Protection Impact Assessments

- 19.1 When we are planning to carry out any data processing which is likely to result in a high risk we will carry out a Data Protection Impact Assessment (DPIA). These include situations when we process data relating to vulnerable people, trawling of data from public profiles, using new technology, and transferring data outside the EU. Any decision not to conduct a DPIA will be recorded.
- 19.2 We may also conduct a DPIA in other cases when we consider it appropriate to do so. If we are unable to mitigate the identified risks such that a high risk remains we will consult with the ICO.
- 19.3 DPIAs will be conducted in accordance with the ICO’s Code of Practice ‘[Conducting privacy impact assessments](#)’.

20. Dealing with data protection breaches

- 20.1 Where staff or volunteers, [or contractors working for us], think that this policy has not been followed, or data might have been breached or lost, this will be reported **immediately** to the Data Protection Trustee. We will keep records of personal data breaches, even if we do not report them to the ICO.
- 20.2 We will report all data breaches which are likely to result in a risk to any person, to the ICO. Reports will be made to the ICO within **72 hours** from when someone in the church becomes aware of the breach.
- 20.3 In situations where a personal data breach causes a high risk to any person, we will (as well as reporting the breach to the ICO), inform data subjects whose information is affected, without undue delay.

This can include situations where, for example, bank account details are lost or an email containing sensitive information is sent to the wrong recipient. Informing data subjects can enable them to take steps to protect themselves and/or to exercise their rights.

Schedule 1 – Definitions and useful terms

The following terms are used throughout this policy and have their legal meaning as set out within the GDPR. The GDPR definitions are further explained below:

Data controller means any person, company, authority or other body who (or which) determines the means for processing personal data and the purposes for which it is processed. It does not matter if the decisions are made alone or jointly with others.

The data controller is responsible for the personal data which is processed and the way in which it is processed. We are the data controller of data which we process.

Data processors include any individuals or organisations, which process personal data on our behalf and on our instructions e.g. an external organisation which provides secure waste disposal for us. This definition will include the data processors' own staff (note that staff of data processors may also be data subjects).

Data subjects include all living individuals who we hold or otherwise process personal data about. A data subject does not need to be a UK national or resident. All data subjects have legal rights in relation to their personal information. Data subjects that we are likely to hold personal data about include:

- a) the people we care for and support;
- b) our employees (and former employees);
- c) consultants/individuals who are our contractors or employees working for them;
- d) volunteers;
- e) tenants;
- f) trustees;
- g) complainants;
- h) supporters;
- i) enquirers;
- j) friends and family;
- k) advisers and representatives of other organisations.

ICO means the Information Commissioners Office which is the UK's regulatory body responsible for ensuring that we comply with our legal data protection duties. The ICO produces guidance on how to implement data protection law and can take regulatory action where a breach occurs.

Personal data means any information relating to a natural person (living person) who is either identified or is identifiable. A natural person must be an individual and cannot be a company or a public body. Representatives of companies or public bodies would, however, be natural persons.

Personal data is limited to information about living individuals and does not cover deceased people.

Personal data can be factual (for example, a name, address or date of birth) or it can be an opinion about that person, their actions and behaviour.

Privacy notice means the information given to data subjects which explains how we process their data and for what purposes.

Processing is very widely defined and includes any activity that involves the data. It includes obtaining, recording or holding the data, or carrying out any operation or set of operations on the data including organising, amending, retrieving, using, disclosing, erasing or destroying it. Processing can also include transferring personal data to third parties, listening to a recorded message (e.g. on voicemail) or viewing personal data on a screen or in a paper document which forms part of a structured filing system. Viewing of clear, moving or stills images of living individuals is also a processing activity.

Special categories of data (as identified in the GDPR) includes information about a person's:

- l) Racial or ethnic origin;
- m) Political opinions;
- n) Religious or similar (e.g. philosophical) beliefs;
- o) Trade union membership;
- p) Health (including physical and mental health, and the provision of health care services);
- q) Genetic data;
- r) Biometric data;
- s) Sexual life and sexual orientation.

Station Hill Baptist Church, Chippenham

Keeping in touch

INTRODUCTION

Under Data Protection legislation the church Charity Trustees of Station Hill Baptist Church are the Data Controller and can be contacted by ringing 01249 654303 or emailing hottchurch@gmail.com

We are collecting this information to enable the church to keep in touch with you and provide pastoral support as appropriate.

Data Protection legislation allows us to process this information as we regard it as being in the church's legitimate interest.

Your name and contact details will be entered into our church database which is held on the church office computers which are password protected and accessed only by the Ministers and authorised and properly instructed personnel. Your contact details will be removed from the database once you are no longer a member of the church – unless you ask to remain as one of our "church friends".

To enable us to provide adequate pastoral support to you and your family, one of the Ministers and authorised and properly instructed personnel may record information which may be regarded as sensitive. This information will be stored (in password protected documents) on the church computer but the password will only be known by the Ministers and authorised and properly instructed personnel. This information will NOT be disclosed to anyone else without your consent.

You have the right to ask to see any information we hold about you (including the pastoral support information) by submitting a 'Subject Access Request' to the Church Secretary. You also have the right to ask for information which you believe to be incorrect to be rectified.

If you are concerned about the way your information is being handled please speak to our Data Protection Trustee. If you are still unhappy you have the right to complain to the Information Commissioners Office

CHURCH DIRECTORY

We would like to include your name and contact details in our Church Directory which will be distributed by email to all Church Members and in hard copy as appropriate, and may be accessible on the website by those who are in the Directory. A copy will also be kept in the church office. We will not give copies of the Church Directory to anyone else. We will only include you if you give your specific consent for us to do so.

If you are happy for your details to be included please indicate where asked to do so overleaf. You can ask for all or any of your details to be removed (or amended) at any time.

CHURCH EMAIL LISTS

If you would like to be included on any of the following email circulation lists please indicate overleaf

Church Email list: This is used by appointed Church leaders and the Church Secretary to circulate official church information (church meeting agendas, details about forthcoming events etc.) to members and regular attenders.

Congregation Email list: This is for members and regular attenders and others connected with the church and can be used by anyone on the list. It is used to provide information about events and activities which others might be interested in.

Newsletter Email list: This is for those who want to receive a pdf copy of the newsletter/notice-sheet each week (and thus make sure you receive one even when you are away).

COMPLETING THE FORM: Please read carefully

- Please complete the form overleaf giving names and contact details as appropriate (one form per household). Please return it to SHBC or email to hottchurch@gmail.com
- You can provide us with as much or as little information asked for as you like but whatever you include on this form will be held and used by SHBC. It will also be included in the Church Directory – unless you indicate otherwise. The Church Directory may be included on the Church website, but only accessible there to website members who are also listed in the Directory.
- If you are happy to have your name and contact details in the Church Directory then please sign in the space provided. **If you do not want to be in the Directory please indicate on the form.**
- If you are happy to have your photos and/or videos shown then please sign in the space provided. **If you do not want photos and/or videos shown please indicate on the form.**
- Everyone aged 16 or over will need to sign this form to indicate that they are happy to be included.
- Under 16s will be included on the list if at least one parent has given their consent for them to be on it. Please give the dates of birth of any children or young people who are under 16.

Name <i>Person 1</i>			
Address			
Phone number(s)			
Email address			
<p>I give my consent for my name, address, phone number(s) and email address to be held by Station Hill Baptist Church and for my name*, address*, phone number(s)* and email address* to be included in the Directory (*delete those which you DON'T want included in the Directory) which may be included on the SHBC website.</p>		<p style="text-align: right;"><u>Signature</u> <u>Date</u></p>	
<p><i>Please indicate which email list(s) you would like to be included in:</i></p>			
Church List		Congregation List	
<p>I give my consent for photos and/or videos of myself (delete those types which you DON'T want included) to be shown as indicated:</p>		<p style="text-align: right;"><u>Signature</u> <u>Date</u></p>	
<p><i>Please indicate which place(s) you give consent to be included in:</i></p>			
On the Church website		At SHBC gatherings	

<p>Children and Young People under 16: Please just give their name(s) and date of birth and one parent sign to indicate whether you consent to their names being listed in the Directory and photos/videos (delete those types which you DON'T want included) being shown on the website or at gatherings as indicated:</p>				
Name	Date of Birth	Name in Directory	On the Church website	At SHBC gatherings
		Date Sign	Photo/video Date Sign	Photo/video Date Sign
		Date Sign	Photo/video Date Sign	Photo/video Date Sign
		Date Sign	Photo/video Date Sign	Photo/video Date Sign
		Date Sign	Photo/video Date Sign	Photo/video Date Sign

Name <i>Person 2</i>			
Address			
Phone number(s)			
Email address			
<p>I give my consent for my name, address, phone number(s) and email address to be held by Station Hill Baptist Church and for my name*, address*, phone number(s)* and email address* to be included in the Directory (*delete those which you DON'T want included in the Directory) which may be included on the SHBC website.</p>		<p style="text-align: right;"><u>Signature</u> <u>Date</u></p>	
<p><i>Please indicate which email list(s) you would like to be included in:</i></p>			
Church List		Congregation List	
		Newsletter List	
<p>I give my consent for photos and/or videos of myself (delete those types which you DON'T want included) to be shown as indicated:</p>		<p style="text-align: right;"><u>Signature</u> <u>Date</u></p>	
<p><i>Please indicate which place(s) you give consent to be included in:</i></p>			
On the Church website		At SHBC gatherings	

Name <i>Person 3</i>			
Address			
Phone number(s)			
Email address			
I give my consent for my name, address, phone number(s) and email address to be held by Station Hill Baptist Church and for my name*, address*, phone number(s)* and email address* to be included in the Directory (*delete those which you DON'T want included in the Directory) which may be included on the SHBC website.		<u>Signature</u> <u>Date</u>	
<i>Please indicate which email list(s) you would like to be included in:</i>			
Church List	Congregation List	Newsletter List	
I give my consent for photos and/or videos of myself (delete those types which you DON'T want included) to be shown as indicated:		<u>Signature</u> <u>Date</u>	
<i>Please indicate which place(s) you give consent to be included in:</i>			
On the Church website	At SHBC gatherings		

Name <i>Person 4</i>			
Address			
Phone number(s)			
Email address			
<p>I give my consent for my name, address, phone number(s) and email address to be held by Station Hill Baptist Church and for my name*, address*, phone number(s)* and email address* to be included in the Directory (*delete those which you DON'T want included in the Directory) which may be included on the SHBC website.</p>		<p style="text-align: right;"><u>Signature</u> <u>Date</u></p>	
<p><i>Please indicate which email list(s) you would like to be included in:</i></p>			
Church List	<input type="checkbox"/>	Congregation List	<input type="checkbox"/>
		Newsletter List	<input type="checkbox"/>
<p>I give my consent for photos and/or videos of myself (delete those types which you DON'T want included) to be shown as indicated:</p>		<p style="text-align: right;"><u>Signature</u> <u>Date</u></p>	
<p><i>Please indicate which place(s) you give consent to be included in:</i></p>			
On the Church website	<input type="checkbox"/>	At SHBC gatherings	<input type="checkbox"/>

Name <i>Person 5</i>			
Address			
Phone number(s)			
Email address			
<p>I give my consent for my name, address, phone number(s) and email address to be held by Station Hill Baptist Church and for my name*, address*, phone number(s)* and email address* to be included in the Directory (*delete those which you DON'T want included in the Directory) which may be included on the SHBC website.</p>		<p style="text-align: right;"><u>Signature</u> <u>Date</u></p>	
<p><i>Please indicate which email list(s) you would like to be included in:</i></p>			
Church List		Congregation List	
		Newsletter List	
<p>I give my consent for photos and/or videos of myself (delete those types which you DON'T want included) to be shown as indicated:</p>		<p style="text-align: right;"><u>Signature</u> <u>Date</u></p>	
<p><i>Please indicate which place(s) you give consent to be included in:</i></p>			
On the Church website		At SHBC gatherings	

[Schedule 2 – ICO Registration]

Data Controller: STATION HILL BAPTIST CHURCH

Registration Number: ZA406299

Date Registered: 30 May 2018

Registration Expires: 29 May 2023

Address:

2-4 STATION HILL

CHIPPENHAM

WILTSHIRE

SN15 1EG

Sample Privacy Notice to include on a form for collecting information about children attending a Holiday Club

Under Data Protection legislation the church Charity Trustees of Station Hill Baptist Church are the Data Controller and can be contacted by ringing 01249 654303 or emailing hottchurch@gmail.com

We are collecting this information to enable the church to run the Holiday Club safely and ensure we can contact you (or other nominated adult) in case of an emergency.

Data Protection legislation allows us to process this information as we regard it as being in the church's legitimate interest. If you are unable to supply the information requested then we will be unable to accept your child at our Holiday Club.

The information you supply will be held in paper form in a folder which will be kept in a securely locked cupboard in the church office. Only the Ministers and the Holiday Club leaders will have access to this information.

The forms will be destroyed once Holiday Club has finished unless you have ticked the box asking us to keep you informed about future activities we think your child might be interested in attending. If this is the case we will retain your details for the sole purpose of notifying you of such events. We will NOT pass on this information to anyone else. You have the right to ask to be removed from this circulation list at any time.

If you are concerned about the way your information is being handled please speak to our Data Protection Trustee. If you are still unhappy you have the right to complain to the Information Commissioner's Office.

Sample Privacy Notice to use when collecting information via your website

This example is for people completing a 'contact us' form so will need be adapted/expanded if you are collecting information for other purposes – prayer requests, signing up for a newsletter etc

Under Data Protection legislation the church Charity Trustees of Station Hill Baptist Church are the Data Controller and can be contacted by ringing 01249 654303 or emailing hottchurch@gmail.com

If you complete this 'Contact Us' form on we will only retain your name and details for as long as is necessary for us to deal with your enquiry. We will NOT pass on your details to anyone other than the person (or people) in our church who are best able to deal with your enquiry.

If you are concerned about the way your information is being handled please speak to our Data Protection Trustee. If you are still unhappy you have the right to complain to the Information Commissioner's Office.

Schedule 3 – Retention Schedule

Class; Type; Retain for use; Reason; Action

Meetings

<u>Ministers / Elders</u>	Current calendar year + 5	BU Guidelines	To Archive: after weeding
<u>Members</u>	Current calendar year + 10	BU Guidelines	To Archive: permanent
<u>Other</u>	Current calendar year + 5	BU Guidelines	To Archive: after weeding

Employment

<u>Employee tax and insurance record</u>	Current tax year + 6	Statutory	Destroy
<u>Insurance records: Employer's Liability</u>	Current tax year + 40	Statutory	Destroy
<u>Pension contribution records</u>	Current tax year + 6	Limitation Act 1980	Destroy
<u>Contracts of employment</u>	Current tax year + 6	Limitation Act 1980	Destroy
<u>Annual tax return</u>	Current tax year + 6	Statutory	Destroy
<u>Expenses claims</u>	Current tax year + 6	Limitation Act 1980	Destroy

Finance

<u>Annual accounts</u>	Current calendar year + 6	Limitation Act 1980	To Archive: permanent
<u>Cash books</u>	Current calendar year + 6	Good practice	Destroy
<u>Cheque book / paying in slips</u>	Current calendar year + 6	Limitation Act 1980	Destroy
<u>Financial statements</u>	Current calendar year + 6	Limitation Act 1980	Destroy
<u>Covenanted giving and tax relief claims</u>	Current tax year + 6	Statutory and HMRC guidance	Destroy

Membership

<u>Church membership list</u>	Permanently, but should be reviewed annually	Superseded copy to Archive
<u>Church contact list</u>	Permanently, but should be reviewed annually	
<u>Marriage registers</u>	Whilst register in use	Statutory To Archive: permanent

Property

<u>Insurance policies</u>	40 years	BU Guidelines	Destroy
<u>Claims correspondence</u>	3 years after last action	BU Guidelines	Destroy
<u>Listed buildings correspondence</u>	Permanent	Statute	Archive
<u>Property agreements and leases</u>	3 years after end of agreement	BU Guidelines	
	If term of lease is under 6 years to be kept for 6 years (min).		
	If over 6 years to be kept for 3 years at end of term of the lease		
<u>Other legal documentation</u>	12 years minimum from date of completion		To archive: after weeding
<u>Church Copyright Licence records</u>	Current licence year + 6	Limitation	Destroy
<u>Records of lettings and use by external bodies</u>	1 year	BU Guidelines	Destroy
<u>Quinquennial inspection reports</u>	Current version + previous 3 versions	BU Guidelines	Archive
<u>Records of building schemes</u>	Last action + 5 years	BU Guidelines	To archive: after weeding

Health & Safety

<u>Reportable accidents / accident book</u>	Date of entry + 3 years	Destroy
<u>Records documenting external inspections</u>	Date of inspection + 3 years	BU Guidelines Destroy
<u>Records pertaining to safeguarding allegations</u>	75 years minimum	BU Guidelines Destroy

General

<u>General correspondence</u>	Conclusion of matter + 1 year	BU Guidelines Destroy
<u>Church newsletters and publications</u>	Date of issue + 2 years	BU Guidelines To archive: after weeding
<u>Website</u>	Take a snapshot each year, and before any major changes as good practice	