



**GLENMERE COMMUNITY
PRIMARY SCHOOL**



At Glenmere we are GREAT! Because
we:
Grow, Respect, Enjoy, Achieve
Together

Glenmere Primary School

Photography Policy

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Statement of intent

At Glenmere Primary School, we use images and videos for a variety of purposes, including prospectuses, display boards, educational purposes, conferences and the school website. We understand that parents may also wish to take videos or photos of their children participating in school events for personal use.

Whilst we recognise the benefits of photography and videos to our school community, we also understand that these can have significant risks for those involved. Under the legal obligations of the GDPR and the Data Protection Act (DPA) 2018, the school has specific responsibilities in terms of how photos and videos are taken, stored and retained.

The school has implemented a policy on the safe use of cameras and videos by staff and parents to reflect the protective ethos of the school with regard to pupils' safety.

In order to ensure that, as far as possible, the use of photography and video is used safely at all times, the policy provided below should be followed. This policy is applicable to all forms of visual media, including film, print, video, DVD and websites.

1. Legal framework

1.1. This policy has due regard to all relevant legislation including, but not limited to, the following:

- The Data Protection Act 2018
- The General Data Protection Regulation
- The Freedom of Information Act 2000
- The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004

1.2. This policy has been created with regard to the following guidance:

- ICO (2018) 'Guide to the General Data Protection Regulation (GDPR)'

2. Definitions

2.1. For the purposes of this policy:

- **“Camera”** is used to refer to mobile phones, tablets, webcams, portable gaming devices and any other equipment or devices which may be used to be take photographs.
- **“Personal use”** of photography and videos is defined as the use of cameras to take images and recordings of children by relatives, friends or known individuals, e.g. a parent taking a group photo of their child and their friends at a school event. These photos and videos are only for personal use by the individual taking the photo and are not intended to be passed on to unknown sources. The principles of the GDPR and the DPA 2018 do not apply to images and videos taken for personal use.
- **“Official school use”** is defined as photography and videos which are used for school purposes, e.g. for building passes and identity cards. These images are likely to be stored electronically alongside other personal data. The principles of the GDPR and the DPA 2018 apply to images and videos taken for official school use.
- **“Media use”** is defined as photography and videos which are intended for a wide audience, e.g. photographs of children taken for a local newspaper. The principles of the GDPR and the DPA 2018 apply to images and videos taken for media use.
- Staff may also take photos and videos of pupils for **“educational purposes”**. These are not intended for official school use, but may be used for a variety of reasons, such as school displays, special events, assessment and workbooks. The principles of the GDPR and the DPA 2018 apply to images and videos taken for educational purposes.

3. Responsibilities

3.1. The headteacher is responsible for:

- Submitting consent forms to parents, and pupils where appropriate, at the beginning of the academic year with regards to photographs and videos being taken whilst at school.
- Ensuring that all photos and videos are stored and disposed of correctly, in line with the GDPR and the DPA 2018.
- Deciding whether parents are permitted to take photographs and videos during school events.
- Communicating this policy to all the relevant staff members and the wider school community, such as parents.

3.2. The DSL is responsible for:

- Liaising with social workers to gain consent for the use of photographs and videos of LAC pupils.
- Liaising with the office staff to ensure there are no data protection breaches.
- Informing the headteacher of any known changes to a pupil's security, e.g. child protection concerns, which would mean that participating in photography and video recordings would put them at significant risk.

3.3. Parents, and pupils where appropriate, are responsible for:

- Completing the Consent Form on an annual basis.
- Informing the school in writing if they wish to make any changes to their consent.
- Acting in accordance with this policy.

3.4. In accordance with the school's requirements to have a DPO, the DPO is responsible for:

- Informing and advising the school and its employees about their obligations to comply with the GDPR and the DPA 2018 in relation to photographs and videos at school.
- Monitoring the school's compliance with the GDPR and the DPA 2018 in regards to processing photographs and videos.
- Advising on data protection impact assessments in relation to photographs and videos at school
- Conducting internal audits regarding the school's procedures for obtaining, processing and using photographs and videos.
- Providing the required training to staff members in relation to how the GDPR and the DPA 2018 impacts photographs and videos at school.

3.5. Overall responsibility for the appropriate use of photography at school and in connection with school events rests with the headteacher and the DSL.

4. Consent

4.1. All photographs and video content are classified as personal data under the GDPR and the DPA 2018; images or video content may be used for publicity

or other purposes only once informed consent has been provided, and it has not been withdrawn.

- 4.2. Parents are responsible for providing consent on their child's behalf, except where the processing is related to preventative or counselling services offered directly to children.
- 4.3. Parents and pupils are required to be aware that their child/they may be photographed at school and they have the right to withdraw consent for:
 - Photographs or video taken by members of staff for school-based publicity and promotional purposes (school newsletters/prospectus) or for anonymous use on the school website.
 - Photographs or video taken by parents and other family members of children at the school during school concerts, performances, sports events and other similar events organised by the school.
 - Photographs or video taken by members of the press who are on the school premises by invitation in order to celebrate individual, group or school success.
- 4.4. The school understands that consent must be a positive indication. It cannot be inferred from silence, inactivity or pre-ticked boxes.
- 4.5. Consent will only be accepted where it is freely given, specific, informed and an unambiguous indication of the individual's wishes.
- 4.6. Where consent is given, a record will be kept documenting how and when consent was given and last updated.
- 4.7. The school ensures that consent mechanisms meet the standards of the GDPR and the DPA 2018. Where the standard of consent cannot be met, an alternative legal basis for processing the data will be found, or the processing will cease.
- 4.8. Parents and pupils, as applicable, will be asked to complete the Consent Form on an annual basis, which will determine whether or not they allow their child/themselves to participate in photographs and videos.
- 4.9. The Consent Form will be valid for the full academic year, unless the pupil's circumstances change in any way, e.g. if their parents separate, or consent is withdrawn. Additional consent forms will be required if the pupil's circumstances change.
- 4.10. If there is a disagreement over consent, or if a parent/pupil does not respond to a consent request, it will be treated as if consent has not been given and photographs and videos will not be taken or published of the pupil without consent.

- All parents and pupils are entitled to withdraw or change their consent at any time during the school year.
 - Parents or pupils withdrawing their consent must notify the school in writing.
- 4.11. If any parent or pupil withdraws or changes their consent, or the DSL reports any changes to a pupil's security risk, or there are any other changes to consent, the list will also be updated and re-circulated.
- 4.12. For any LAC pupils, or pupils who are adopted, the DSL will liaise with the pupil's social worker, carers or adoptive parents to establish where consent should be sought. Consideration will be given as to whether identification of an LAC pupil, or pupils who are adopted, would risk their security in any way.
- 4.13. Consideration will also be given to any pupils for whom child protection concerns have been raised. Should the DSL believe that taking photographs and videos of any pupils would put their security at further risk, greater care will be taken towards protecting their identity.
- 4.14. A list of all the names of pupils for whom consent was not given will be created by the office staff and will be circulated to all staff members. This list will be updated annually, when new consent forms are provided.

5. General procedures

- 5.1. Photographs and videos of pupils will be carefully planned before any activity and the headteacher informed if these are going to be taken on a personal device.
- 5.2. Where photographs and videos will involve LAC pupils, adopted pupils, or pupils for whom there are security concerns, the headteacher will liaise with the teacher to determine the steps involved.
- 5.3. When organising photography and videos of pupils, the headteacher, as well as any other staff members involved, will consider the following:
- Can general shots of classrooms or group activities, rather than individual shots of pupils, be used to fulfil the same purpose?
 - Could the camera angle be amended in any way to avoid pupils being identified?
 - Will pupils be suitably dressed to be photographed and videoed?
 - Will pupils of different ethnic backgrounds and abilities be included within the photographs or videos to support diversity?
 - Would it be appropriate to edit the photos or videos in any way (e.g. to remove logos which may identify pupils)?

- Are the photographs and videos of the pupils completely necessary, or could alternative methods be used for the same purpose? E.g. could an article be illustrated by pupils' work rather than images or videos of the pupils themselves?
- 5.4. The list of all pupils of whom photographs and videos must not be taken will be checked prior to the activity. Only pupils for whom consent has been given will be able to participate.
 - 5.5.] A school-owned digital camera will be used to take photographs and videos of pupils where possible. If mobile phones are used the headteacher must be informed and the removal of the images must be done in front of the headteacher or office staff and the record signed.
 - 5.6. Staff will ensure that all pupils are suitably dressed before taking any photographs or videos.
 - 5.7. Where possible, staff will avoid identifying pupils. If names are required, only first names will be used.
 - 5.8. The school will not use images or footage of any pupil who is subject to a court order.
 - 5.9. The school will not use photographs of:
 - Children who have left the school, without the consent of their parents or, where appropriate, the children themselves.
 - Staff members who have left the school, without their consent.
 - 5.10. Photos and videos that may cause any distress, upset or embarrassment will not be used.
 - 5.11. Any concern relating to inappropriate or intrusive photography or publication of content is to be reported to the headteacher.

6. Additional safeguarding procedures

- 6.1. The school understands that certain circumstances may put a pupil's security at greater risk and, thus, may mean extra precautions are required to protect their identity.
- 6.2. The DSL/headteacher, will, in known cases of a pupil who is an LAC or who has been adopted, liaise with the pupil's social worker, carers or adoptive parents to assess the needs and risks associated with the pupil.
- 6.3. Any measures required will be determined between the DSL, headteacher, social worker, carers and adoptive parents with a view to minimising any

impact on the pupil's day-to-day life. The measures implemented will be one of the following:

- Photos and videos can be taken as per usual school procedures
 - Photos and videos can be taken within school for educational purposes and official school use, e.g. on registers, but cannot be published online or in external media
 - No photos or videos can be taken at any time for any purposes
- 6.4. Any outcomes will be communicated to all staff members via a staff meeting and the list outlining which pupils are not to be involved in any videos or photographs, held in the school office, will be updated accordingly.

7. General use of digital cameras

- 7.1. Members of staff may be provided with a camera to record and maintain pictorial evidence of the lessons, behaviour, activities and events related to their pupils.
- 7.2. Photos may only be taken for educational purposes and in "school or educational provision settings" as mentioned above.
- 7.3. The use of personal cameras, mobile phone cameras or other recording equipment may only be used if the headteacher is informed and images removed immediately, after saving them on the server or emailing them to the office/ICT technician. The images must be removed in front of the headteacher or office staff and the records signed.
- 7.4. The school-owned cameras are located in each classroom. At the end of the day these must be stored in the member of staff's office.
- 7.5. Members of staff are not allowed to bring in personal cameras without prior permission. If personal cameras are allowed to be brought in due to a specialist requirement or defective equipment, the memory card should be shown to be empty and images downloaded to the school's server.
- 7.6. Members of staff are not allowed to take school cameras or memory cards home.
- 7.7. Cameras are not permitted to be taken into the toilet/or swimming pool/changing area.
- 7.8. Staff or other adults are not permitted to take photographs of pupils in vulnerable circumstances, such as when they are upset or inappropriately dressed.
- 7.9. Members of staff and the school community are required to report inappropriate use of digital cameras and images to the headteacher. If it is

found that any incidents raise child protection concerns, immediate action will be taken in consultation with the DSL/ headteacher.

8. Other school-owned devices

- 8.1. Staff are encouraged to take photos and videos of pupils using the school's digital cameras; however, they may use other school-owned devices, such as mobile phones and tablets, where the DPO has been consulted and consent has been sought from the headteacher prior to the activity.
- 8.2. Where school-owned devices other than digital cameras are used, images and videos will be provided to the school at the earliest opportunity and then removed from the devices.
- 8.3. Staff can only use mobile phones to take pictures if the headteacher has given permission and images will be saved onto the server and removed in front of the headteacher/office staff and the record of the activity signed.
- 8.4. Photographs and videos taken by staff members on school visits may be used for educational purposes, e.g. on displays or to illustrate the work of the school, where consent has been obtained.
- 8.5. Digital photographs and videos held on the school's drive are accessible to staff only. Photographs and videos are stored in labelled files, Files are password protected and only staff members have access to these passwords

9. Storage and retention

- 9.1. As per the GDPR and the DPA 2018, images obtained by the school will not be kept for longer than necessary; retention periods for the different types of personal data are outlined in the school's
- 9.2. Hard copies of photos and video recordings held by the school will be annotated with the date on which they were taken and will be stored in the school office. They will not be used other than for their original purpose, unless permission is sought from the headteacher and parents of the pupils
- 9.3. Paper documents will be shredded or pulped and electronic memories scrubbed clean or destroyed once the retention period has ended.
- 9.4. The ICT technician/headteacher will review stored images and videos on a termly basis to ensure that all unwanted material has been deleted.
- 9.5. Where a parent or pupil has withdrawn their consent, any related imagery and videos involving their child/the pupil will be removed from the school drive immediately.

- 9.6. When a parent withdraws consent, it will not affect the use of any images or videos for which consent had already been obtained. Withdrawal of consent will only affect further processing.
- 9.7. Where a pupil's security risk has changed, then any related imagery and videos involving the pupil will be removed from the school drive immediately. Hard copies will be removed by returning them to the parent/pupil or by shredding, as appropriate.
- 9.8. Official school photos are held on SIMS alongside other personal information and are retained for the length of the pupil's attendance at the school, or longer if necessary, e.g. due to a police investigation.
- 9.9. Images taken on the camera must be downloaded as soon as possible on to a school computer/laptop, ideally once a week.
- 9.10. Members of staff are responsible for ensuring that images are safely stored, particularly on memory sticks and hard drives. They must take reasonable measures to ensure that they do not come into the possession of unauthorised persons.
- 9.11. No digital image will be altered or enhanced in any way by any member of staff, unless given prior permission by the headteacher to do so.
- 9.12. The school may require images to be deleted or edited as appropriate and may choose to use images taken by members of staff or volunteers for other purposes, provided the processing conditions and consent requirements of this policy are met.
- 9.13. Staff members are responsible for ensuring that edited images do not mislead or misrepresent. They must not edit images which result in their subject being vulnerable to embarrassment, teasing, bullying or abuse.
- 9.14. If the memory card for individual school cameras needs to be replaced, then the replaced memory card will be destroyed to ensure that no images can be recovered.
- 9.15. Members of staff must remember that, even when images are physically deleted from a camera or memory card, the camera or the memory card must be appropriately disposed of to ensure that no imprint remains.

10. Appropriate use of images under the GDPR and the DPA 2018

- 10.1. Photographs are used in school for many reasons and the different uses for the same image should be considered separately, as each photograph and use will potentially have different conditions for processing.

- 10.2. To judge whether legitimate interest can be used as the basis for processing data, such as using pupils' photographs as part of the school's management information system, the school will carry out three different tests, these are:
- A purpose test – establishing the reasons for using the data, what will be achieved and whether the benefits are justifiable.
 - A necessity test – establishing whether the processing of pupils' data will be useful and whether there is a less intrusive way of reaching a means to an end.
 - A balance test – establishing the impact it will have on the data subject by processing the data for said reason.
- 10.3. These three tests make up a 'legitimate interest assessment' (LIA) – the school will carry out an LIA prior to obtaining the data and it will be recorded in a physical copy in compliance with the GDPR and the DPA 2018.

Photographs used in identity management

- 10.4. These are likely to be essential for performing the public task of the school, but they will be deleted once the child is no longer in attendance – as they are no longer needed for the purpose for which they were held.

Photographs used for marketing purposes

- 10.5. Photographs will not be used for marketing purposes unless the school has specific informed consent for the images and the images are only used in line with the consent provided.

Photographs in the school environment relating to education

- 10.6. These photographs may be essential for performing the public task of the school, but once the pupil has left the school this argument is insufficient. If the school wishes to display the image beyond the pupil's time at the school, we will obtain the pupil's permission. If permission is not granted, the image will be removed.
- 10.7. When gaining consent, including when initially taking the photograph or when the purpose of the image has changed, the pupil, or where appropriate their parents, will be informed of the retention period pertaining to the use of the image. If the image is still on display after the retention period stated in the privacy notice used to gain consent, the school will be in breach of data protection obligations and may be subject to a fine.

11. Privacy notices

- 11.1. The school uses privacy notices with declarations attached to inform pupils and their families about how their personal data may be collected and as one method of gaining consent.

12. Sharing of images

- 12.1. All images taken by members of staff or volunteers at school or on school activities remain the property of the school.
- 12.2. Images must not be shared with anyone outside the school or held for private use.
- 12.3. No digital image will be uploaded onto any internet/intranet system without the express permission of the child's parent/carer.
- 12.4. Images may under no circumstances be emailed or shared via private e-mail accounts unless a parent has asked for a photo of their child to be sent to them.
- 12.5. Unless specific prior consent has been obtained, members of staff and volunteers must not post school images on personal pages of social networking sites or other websites.

13. Use of a professional photographer

- 13.1. If the school decides to use a professional photographer for official school photos and school events, the headteacher will:
 - Provide a clear brief for the photographer about what is considered appropriate, in terms of both content and behaviour.
 - Issue the photographer with identification, which must be worn at all times.
 - Let pupils and parents know that a photographer will be in attendance at an event and ensure they have previously provided consent to both the taking and publication of videos and/or photographs.
 - Not allow unsupervised access to pupils or one-to-one photo sessions at events.
 - Communicate to the photographer that the material may only be used for the school's own purposes and that permission has not been given to use the photographs for any other purpose.
 - Ensure that the photographer will comply with the requirements set out in the GDPR and the DPA 2018.
 - Ensure that if another individual, such as a parent or governor, is nominated to be the photographer, they are clear that the images and/or videos are not used for anything other than the purpose indicated by the school.

14. Permissible photography and videos during school events

- 14.1. If the headteacher permits parents to take photographs or videos during a school event, parents will:

- Remain seated while taking photographs or videos during concerts, performances and other events.
- Minimise the use of flash photography during performances.
- In the case of all school events, make the focus of any photographs and/or videos their own children.
- Avoid disturbing others in the audience or distracting pupils when taking photographs or recording videos.
- Ensure that any images and recordings taken at school events are exclusively for personal use and are not uploaded to the internet, posted on social networking sites or openly shared in other ways.
- Refrain from taking further photographs and/or videos if and when requested to do so by staff.
- Parents will sign a register to inform the school that they are taking photos at the event.

15. Monitoring and review

- 15.1. This policy will be reviewed on an annual basis by the headteacher and the governors. The next scheduled review date for this policy is February 2020.
- 15.2. Any changes to this policy will be communicated to all staff members and, where appropriate, parents.

Staff Agreement Form

I will not use personal digital cameras or camera phones for taking and transferring images of pupils or staff without permission and will not store images at home.

I will gain permission from the headteacher if images are to be taken on my mobile phone. These images will be transferred immediately to the staff server. The images will be removed in front of the headteacher/office staff and the record signed.

I understand that it is my responsibility to ensure that I have read and understood the school's policy with regard to the use of digital cameras in school and I agree to follow by the above requirements.

Signature _____ Date _____

Full name _____ (printed)

Job title _____

School _____

Authorising signature (**Headteacher**)

Signature _____ Date _____

Full name _____ (printed)

Consent is gained through the pupil information form that is sent out at the start of the year.

PHOTO PERMISSIONS

We sometimes take photographs of pupils. We use these photos to celebrate work and achievements via Twitter, in the school's prospectus, on the school's website, and on display boards around school. We would like your consent to take photos of your child and use them in the ways described above. If you're not happy for us to do this, that's no problem – we will accommodate your preferences.

I give permission for my child to:

- I am happy for the school to take photographs of my child YES NO
- I am happy for photos of my child to be used on the school website. YES NO
- I am happy for photos of my child to be used in the school prospectus. YES NO
- I am happy for photos of my child to be used in internal displays. YES NO
- I am happy for photos of my child be displayed in local newspapers YES NO
- I am happy for photos of my child to be used on the schools Twitter account. YES NO
- I am happy for photos of my child to be used across the wider trust organisation for marketing purposes. YES NO
- I am **NOT** happy for the school to take or use photos of my child. (NOT happy)

If you change your mind at any time, you can let us know by emailing the school email – office@glenmere.net or just popping in to the school office and speaking to one of the office team members.

Parent/Carer Name (Please print): _____

Parent/Carer Signature: _____

Date: _____

Data Protection

I confirm that I am the legal parent or guardian of the child named on this form.

I confirm that I have received, read and understand the "Privacy Notice for Pupils and their Families" in advance of completing this form.

I confirm that all of the information included on this form is correct to the best of my knowledge, and I agree to inform the school promptly should any of this information change.

Signed: (parent / guardian)

Name:

Date:

THANK YOU FOR COMPLETING THIS FORM



We collect data and use pupil personal data when the law allows us under the Education Act 1996 and subject to Article 6 & 9 of the General Data Protection Regulation to comply in the main with a legal obligation. Where data is not mandatory we will always seek your consent. Any data sharing will only be in accordance with our policies and processes – further information can be found on our Privacy Notice.

