

GDPR Data Retention Policy

1. Introduction

- 1.1 This Policy sets out the obligations of Every-One (“the Organisation”) regarding retention of personal data collected, held, and processed by the Organisation in accordance with EU Regulation 2016/679 General Data Protection Regulation (“GDPR”).
- 1.2 The GDPR defines “personal data” as any information relating to an identified or identifiable natural person (a “data subject”). An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier, or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural, or social identity of that natural person.
- 1.3 The GDPR also addresses “special category” personal data (also known as “sensitive” personal data). Such data includes, but is not necessarily limited to, data concerning the data subject’s race, ethnicity, politics, religion, trade union membership, genetics, biometrics (if used for ID purposes), health, sex life, or sexual orientation.
- 1.4 Under the GDPR, personal data shall be kept in a form which permits the identification of data subjects for no longer than is necessary for the purposes for which the personal data is processed. In certain cases, personal data may be stored for longer periods where that data is to be processed for archiving purposes that are in the public interest, for scientific or historical research, or for statistical purposes (subject to the implementation of the appropriate technical and organisational measures required by the GDPR to protect that data).
- 1.5 In addition, the GDPR includes the right to erasure or “the right to be forgotten”. Data subjects have the right to have their personal data erased (and to prevent the processing of that personal data) in the following circumstances:
 - a) Where the personal data is no longer required for the purpose for which it was originally collected or processed (see above);
 - b) When the data subject withdraws their consent;
 - c) When the data subject objects to the processing of their personal data and the Organisation has no overriding legitimate interest;
 - d) When the personal data is processed unlawfully (i.e. in breach of the GDPR);
 - e) When the personal data has to be erased to comply with a legal obligation; or
 - f) Where the personal data is processed for the provision of information

society services to a child.

This Policy sets out the type(s) of personal data held by the Organisation, the period(s) for which that personal data is to be retained, the criteria for establishing and reviewing such period(s), and when and how it is to be deleted or otherwise disposed of.

For further information on other aspects of data protection and compliance with the GDPR, please refer to the Organisation's Data Protection Policy.

2. Aims and Objectives

- 2.1 The primary aim of this Policy is to set out limits for the retention of personal data and to ensure that those limits, as well as further data subject rights to erasure, are complied with. By extension, this Policy aims to ensure that the Organisation complies fully with its obligations and the rights of data subjects under the GDPR.
- 2.2 In addition to safeguarding the rights of data subjects under the GDPR, by ensuring that excessive amounts of data are not retained by the Organisation, this Policy also aims to improve the speed and efficiency of managing data.

3. Scope

- 3.1 This Policy applies to all personal data held by the Organisation and by third-party data processors processing personal data on the Organisation's behalf.
- 3.2 Personal data, as held by the Organisation is stored in the following ways and in the following locations:
 - (a) The Organisation stores electronic data encrypted on cloud servers which are GDPR compliant;
 - (b) Third-party data processors e.g. payroll provider, accountant, health and safety provider, etc;
 - (c) Computers permanently located in the Organisation's premises at No. 5, The Stables, Wellingore Hall, Wellingore, Lincoln, LN5 0HU;
 - (d) Laptop computers and other mobile devices provided by the Organisation to its employees and volunteers (where applicable) are stored with and at their homes securely;
 - (e) Computers and mobile devices owned by employees, volunteers, freelance consultants, volunteers, and external sub-contractors;
 - (f) Physical records stored at our premises at No 5, The Stables, Wellingore Hall, Wellingore, Lincoln, LN5 0HU; and

- (g) Physical records such as case records are securely stored at employee or associates homes or at the Organisation's premises at No. 5, Th Stables, Wellingore Hall, Wellingore, Lincoln, LN5 0HU.

4. Data Subject Rights and Data Integrity

All personal data held by the Organisation is held in accordance with the requirements of the GDPR and data subjects' rights thereunder, as set out in the Organisation's Data Protection Policy.

- 4.1 Data subjects are kept fully informed of their rights, of what personal data the Organisation holds about them, how that personal data is used and how long the Organisation will hold that personal data (or, if no fixed retention period can be determined, the criteria by which the retention of the data will be determined).
- 4.2 Data subjects are given control over their personal data held by the Organisation including the right to have incorrect data rectified, the right to request that their personal data be deleted or otherwise disposed of (notwithstanding the retention periods otherwise set by this Data Retention Policy), the right to restrict the Organisation's use of their personal data, and further rights relating to automated decision-making and profiling.

5. Technical and Organisational Data Security Measures

- 5.1 The following technical measures are in place within the Organisation to protect the security of personal data:
- a) All emails containing personal data must be encrypted and transferred by secure methods (see below);
 - b) All emails containing personal data must be marked "confidential";
 - c) Personal data may only be transmitted over secure networks;
 - d) Personal data may not be transmitted over a wireless network if there is a reasonable wired alternative;
 - e) Personal data contained in the body of an email, whether sent or received, should be copied from the body of that email and stored securely. The email itself and associated temporary files should be deleted;
 - f) Where personal data is to be sent by facsimile transmission the recipient should be informed in advance and should be waiting to receive it;
 - g) Where personal data is to be transferred in hardcopy form, it should be passed directly to the recipient;
 - h) All personal data transferred physically should be transferred in a

suitable container marked “confidential”;

- i) No personal data may be shared informally and if access is required to any personal data, such access should be formally requested from Vicky Thomson, Chief Executive Officer.
- j) All hardcopies of personal data, along with any electronic copies stored on physical media should be stored securely;
- k) No personal data may be transferred to any employees, volunteers, contractors, or other parties, whether such parties are working on behalf of the Organisation or not, without authorisation;
- l) Personal data must be handled with care at all times and should not be left unattended or on view;
- m) Computers used to view personal data must always be locked before being left unattended;
- n) No personal data should be transferred to any device personally belonging to an employee and personal data may only be transferred to devices belonging to contractors or other parties working on behalf of the Organisation where the party in question has agreed to comply fully with the Organisation’s Data Protection Policy and the GDPR;
- o) All personal data stored electronically should encrypted and be backed up periodically with backups stored securely at No 5, The Stables, Wellingore Hall, Wellingore, Lincoln, LN5 0HU;
- p) All backups should be password protected, stored off site in a safe as the Chief Executive Officers home;
- q) All electronic copies of personal data should be stored securely using passwords and encryption;
- r) All passwords used to protect personal data should be changed regularly and should must be secure;
- s) Under no circumstances should any passwords be written down or shared. If a password is forgotten, it must be reset using the applicable method;
- t) All software should be kept up-to-date. Security-related updates should be installed as soon as reasonably possible after becoming available;
- u) No software may be installed on any Organisation-owned computer or device without approval; and
- v) Where personal data held by the Organisation is used for marketing purposes, it shall be the responsibility of **Vicky Thomson**, Chief Executive Officer or any successor in the role to ensure that the appropriate consent is obtained and that no data subjects have opted out, whether directly or via a third-party service.

5.1 The following organisational measures are in place within the Organisation to protect the security of personal data:

- a) All employees, volunteers and other parties working on behalf of the Organisation shall be made fully aware of both their individual responsibilities and the Organisation's responsibilities under the GDPR and under the Organisation's Data Protection Policy;
- b) Only employees, volunteers and other parties working on behalf of the Organisation that need access to, and use of, personal data in order to perform their work shall have access to personal data held by the Organisation;
- c) All employees and other parties working on behalf of the Organisation handling personal data will be appropriately trained to do so;
- d) All employees and other parties working on behalf of the Organisation handling personal data will be appropriately supervised;
- e) All employees and other parties working on behalf of the Organisation handling personal data should exercise care and caution when discussing any work relating to personal data at all times;
- f) Methods of collecting, holding, and processing personal data shall be regularly evaluated and reviewed;
- g) The performance of those employees and other parties working on behalf of the Organisation handling personal data shall be regularly evaluated and reviewed;
- h) All employees and other parties working on behalf of the Organisation handling personal data will be bound by contract to comply with the GDPR and the Organisation's Data Protection Policy;
- i) All sub-contractors, or other parties working on behalf of the Organisation handling personal data must ensure that any and all relevant employees are held to the same conditions as those relevant employees of the Organisation arising out of the GDPR and the Organisation's Data Protection Policy;
- j) Where any sub-contractor or other party working on behalf of the Organisation handling personal data fails in their obligations under the GDPR and/or the Organisation's Data Protection Policy, that party shall indemnify and hold harmless the Organisation against any costs, liability, damages, loss, claims or proceedings which may arise out of that failure.

6. Data Disposal

Upon the expiry of the data retention periods set out below in Part 7 of this Policy, or when a data subject exercises their right to have their personal data erased, personal data shall be deleted, destroyed, or otherwise disposed of as follows:

6.1 Personal data stored electronically (including any and all backups thereof)

shall be deleted securely;

- 6.2 Personal data stored in hardcopy form shall be shredded and securely disposed of;

7. Data Retention

- 7.1 As stated above, and as required by law, the Organisation shall not retain any personal data for any longer than is necessary in light of the purpose(s) for which that data is collected, held, and processed.
- 7.2 Different types of personal data, used for different purposes, will necessarily be retained for different periods (and its retention periodically reviewed), as set out below.
- 7.3 When establishing and/or reviewing retention periods, the following shall be taken into account:
- (a) The objectives and requirements of the Organisation;
 - (b) The type of personal data in question;
 - (c) The purpose(s) for which the data in question is collected, held, and processed;
 - (d) The Organisation's legal basis for collecting, holding, and processing that data;
 - (e) The category or categories of data subject to whom the data relates;
- 7.4 If a precise retention period cannot be fixed for a particular type of data, criteria shall be established by which the retention of the data will be determined, thereby ensuring that the data in question, and the retention of that data, can be regularly reviewed against those criteria.
- 7.5 Notwithstanding the following defined retention periods, certain personal data may be deleted or otherwise disposed of prior to the expiry of its defined retention period where a decision is made within the Organisation to do so (whether in response to a request by a data subject or otherwise).
- 7.6 In limited circumstances, it may also be necessary to retain personal data for longer periods where such retention is for archiving purposes that are in the public interest, for scientific or historical research purposes, or for statistical purposes. All such retention will be subject to the implementation of appropriate technical and organisational measures to protect the rights and freedoms of data subjects, as required by the GDPR.

Data Ref.	Type of Data	Purpose of Data	Review Period	Retention Period or Criteria	Comments
E-O-01	Staff Data	Recruitment Employment Contracting with Associates	Annually	7 years	
E-O-02	Volunteer Database	Management of volunteers	Annually	1.5 years	
E-O-03	Marketing Databases	Promotion of individuals	Annually	1.5 years	
E-O-04	Membership Databases	Sharing of information on activities Recruitment of members to undertake work	Annually	1.5 years	
E-O-05	Carers Quality Award Database	Management of organisations who are being assessed or awarded the Carers Quality Award Management of organisations who are part of the Carers Employment Project	Annually	1.5 years	
E-O-06	Case Files	Records of individuals supported on projects	Annually	7 years	
E-O-07	Caravan Booking Forms and Database	Booking and management of individuals and families on the Short Break Holidays at Butlins	Annually	1.5 years	
E-O-08	Circles of Support Client Database	Record of people who have been supported, their outcomes, agreement with GDPR and potential further actions that may be required in the future	Annually	7 years	

8. Roles and Responsibilities

- 8.1 The Data Controller is Vicky Thomson, Chief Executive vicky.thomson@every-one.org.uk.
- 8.2 The Data Controller shall be responsible for overseeing the implementation of this Policy and for monitoring compliance with this Policy, the Organisation's other Data Protection-related policies (including, but not limited to, its Data Protection Policy), and with the GDPR and other applicable data protection legislation.
- 8.3 The Data Controller shall be directly responsible for ensuring compliance with the above data retention periods throughout the Organisation.
- 8.4 Any questions regarding this Policy, the retention of personal data, or any other aspect of GDPR compliance should be referred to the Data Controller.

9. Implementation of Policy

- 9.1 This Policy shall be deemed effective as of 25th May 2018. No part of this Policy shall have retroactive effect and shall thus apply only to matters occurring on or after this date.