

## Privacy notice/policy

5<sup>th</sup> Haywards Heath (St Paul's)

Approved by Trust Board 1<sup>st</sup> October 2024

Due for renewal October 2025

Version number: 1

This document is a group-personalised version of The Scout Association's template. Further information about GDPR in the Scouts is available at <https://www.scouts.org.uk/volunteers/running-things-locally/data-protection-and-record-management/gdpr-faqs/>

Section Title	
<b>What is this privacy notice/policy?</b>	<p>This Data Privacy Notice/Policy describes the categories of personal data 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group process and for what purposes. 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group are committed to collecting and using such data fairly and in accordance with the requirements of the General Data Protection Regulations (GDPR), the regulations set by the European Union, and Data Protection Act 2018 (DPA 2018), the UK law that encompasses the GDPR.</p> <p>This Privacy Notice/Policy applies to members, parents/guardians of youth members, volunteers, employees, contractors, suppliers, supporters, donors and members of the public who will make contact with 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group</p>
<b>Who we are</b>	<p>5<sup>th</sup> Haywards Heath (St Paul's) Scout Group are an excepted charity by the Charity Commission for England &amp; Wales. The Data Controller for 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group is the Trustee Board who are appointed at an Annual General Meeting and are Charity Trustees<sup>4</sup>. The Chair of the Charity Trustees is Helen Bilton (chair@5hhscouts.org).</p> <p>From this point on 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group will be referred to as "we".</p> <p>Where possible we have access to a volunteer assuming the role of Data Lead.</p>
<b>The data we may process</b>	<p>The majority of the personal information we hold, is provided to us directly by you or by the parents or legal guardians of youth members verbally or in paper form, digital form or via our online membership systems. The privacy and security</p>

	<p>notice for our youth membership system can be found here: <a href="https://www.onlinescoutmanager.co.uk/security.html">https://www.onlinescoutmanager.co.uk/security.html</a> In the case of adult members and volunteers, data may also be provided by third parties, such as the England &amp; Wales - Disclosure and Barring Service (DBS).</p> <p>Where a member is under the age of 18, this information will only be obtained from a parent or guardian and cannot be provided by the young person.</p> <p>We may collect the following personal information:</p> <ul style="list-style-type: none"> <li>• Personal contact details such as name, title, address, telephone numbers and personal email address - so that we can contact you.</li> <li>• Date of birth - so that we can ensure young people are allocated to the appropriate Section for their age and that adults are old enough to take on an appointment with Scouting.</li> <li>• Sex – so that we can address individuals correctly and accommodate for any specific needs.</li> <li>• Emergency contact information - so that we are able to contact someone in the event of an emergency.</li> <li>• Government identification numbers e.g. national insurance, driving licence, passport - to be able to process volunteer criminal record checks.</li> <li>• Bank account details - so that we are able to pay any expenses due to our volunteers and tax status information to collect gift aid from HMRC where donations are made.<sup>8</sup></li> <li>• training records - so that members can track their progression through the Scout programme or adult training scheme.</li> <li>• Race or ethnic origin - so that we can make suitable arrangements based on members cultural needs.</li> <li>• Health records - so that we can make suitable arrangements based on members medical needs and special educational needs.</li> <li>• Criminal records checks - to ensure Scouting is a safe space for young people and adults.</li> </ul>
<b>The lawful basis we process your data by</b>	<p>We comply with our obligations under the GDPR and DPA 2018<sup>2</sup> by keeping personal data up to date; by storing and destroying it securely; by not collecting or retaining excessive amounts of data; by protecting personal data from loss, misuse, unauthorised access and disclosure and by ensuring that appropriate technical measures are in place to protect personal data.</p> <p>In most cases the lawful basis for processing will be through the performance of a contract for personal data of our adult volunteers and legitimate interest for personal data of our youth members. Sensitive (special category) data for both adult volunteers and our youth members will mostly align to the lawful basis of legitimate activities of an association.</p>

	<p>Explicit consent is requested from parents/guardians to take photographs of our members, where such photographs place the data subject as the focal point of the shot. On occasion we may use legitimate interest to process photographs where it is not practical to gather and maintain consent such as large-scale events. On such occasions we will make it clear that this activity will take place and give individuals the opportunity to exercise their data subject rights.</p> <p>We use personal data for the following purposes:</p> <ul style="list-style-type: none"> <li>• to provide information about Scout meetings, activities, training courses and events to our members and other volunteers in 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group</li> <li>• to provide a voluntary service for the benefit of the public in a particular geographical area as specified in our constitution</li> <li>• to administer membership records</li> <li>• to fundraise and promote the interests of Scouting</li> <li>• to manage our volunteers</li> <li>• to maintain our own accounts and records (including the processing of gift aid applications)</li> <li>• to inform you of news, events, activities and services being run or attended by 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group</li> <li>• to ensure and evidence your suitability if volunteering for a role in Scouting</li> <li>• to contact your next of kin in the event of an emergency</li> <li>• to ensure you have and maintain the correct qualifications and skills.</li> </ul> <p>We use personal sensitive (special) data for the following purposes:</p> <ul style="list-style-type: none"> <li>• for the protection of a person's health and safety whilst in the care of 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group</li> <li>• to respect a person's religious beliefs with regards to activities, food and holidays</li> <li>• for equal opportunity monitoring and reporting.</li> </ul>
<b>Our retention periods</b>	<p>We will keep certain types of information for different periods of time in line with our retention policy (see our website in the same section as this policy)</p> <p>The Scout Association's Data Protection Policy can be found at <a href="https://www.scouts.org.uk/about-us/policy/data-protection-policy/">https://www.scouts.org.uk/about-us/policy/data-protection-policy/</a></p>
<b>Joint control of membership data</b>	<p>The Scout Association and 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group process the data of members, parents/guardians of youth members, volunteers on our membership databases. Volunteer data is processed between the local Scout Groups and The Scout Association. Information The Scout Association and 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group</p>

hold about volunteers may include the following; members, parents/guardians of youth members, volunteers

- name and contact details
- length and periods of membership and volunteer service (and absence from membership and service)
- details of training you receive
- details of any youth badges and awards
- details of your experience, qualifications, occupation, skills and any awards you have received
- details of Scouting events and activities you have taken part in
- details of next of kin or parents details (in the case of youth members)
- age/date of birth
- details of any health conditions
- details of disclosure checks
- any complaints we have received about the member
- details about your role(s) in Scouting
- details about your membership status
- race or ethnic background and native languages
- religion
- nationality

#### Processing Activities

The following is a list of common data processing activities for members, parents/guardians of youth members and volunteers data on the membership systems. This includes an indication of which entity carries out this activity which is shared with the other.

Processing Activity	Description	Processing entity
Scout Member capture	Initial data load of a new Scout Member onto the membership database	5 <sup>th</sup> Haywards Heath (St Paul's) Scout Group <sup>1</sup>
Scout Member disclosure check	Disclosure checks for any adult Scout Members that require them	5 <sup>th</sup> Haywards Heath (St Paul's) Scout Group <sup>1</sup>

			initiate  The Scout Association complete the check	
	Scout Member operational administration	This may include:  Scout Member data updates  Maintaining training record  Events attended  Permits approved  Badges awarded	5 <sup>th</sup> Haywards Heath (St Paul's) Scout Group <sup>1</sup> and The Scout Association	
	Scout Member disciplinary	Scout Member disciplinary detail capturing where a Scout Member has breached POR or any other Scout policy	5 <sup>th</sup> Haywards Heath (St Paul's) Scout Group <sup>1</sup> initiate  The Scout Association involved if severity meets a policy threshold	
	Scout Member leaving	The updating of an individual's membership status post leaving the association.	5 <sup>th</sup> Haywards Heath (St Paul's) Scout Group <sup>1</sup>	
	Scout Member data reporting	Reporting on trends and monitoring data to be able to demonstrate The Scouts impact and to attract funding (this may include optional special category data of the Scout Members)	The Scout Association  5 <sup>th</sup> Haywards Heath (St Paul's) Scout Group <sup>1</sup> may access special category data for Census and local Scouting delivery	

	Scout Member Training	The addition of mandatory training for Scout Members, where applicable	The Scout Association
	Scout Member roles definition	The definition of Scout Member roles on the membership databases	The Scout Association
<b>Sharing your information</b>	<p><b>Young people and other data subjects</b> We will normally only share personal information with adult volunteers holding an appointment in the 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group</p> <p><b>Adult volunteers</b> We will normally only share personal information with adult volunteers holding appropriate appointments within the line management structure of The Scout Association for the 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group<sup>1</sup> as well as with The Scout Association Headquarters as independent data controllers.</p> <p><b>All data subjects</b> We will however share your personal information with others outside of 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group<sup>1</sup> where we need meet a legal obligation. This may include The Scout Association and its insurance subsidiary (Unity Insurance Services), local authority services and law enforcement. We will only share your personal information to the extent needed for those purposes.</p> <p>We will only share your data with third parties outside of the organisation where there is a legitimate reason to do so.</p> <p>We will never sell your personal information to any third party.</p> <p>Sometimes we may nominate a member for national awards, (such as Scouting awards or Duke of Edinburgh awards) such nominations may require us to provide contact details and award nomination details, such as citations to that organisation. We may also shared data on award nominees for National Honours Awards, including the same data as</p>		

	<p>above.</p> <p>Where personal data is shared with third parties we will seek assurances that your personal data will be kept confidential and that the third party fully complies with the GDPR and DPA 2018<sup>2</sup>.</p>
<b>How we store your personal data</b>	<p>We generally store personal information in the following ways:</p> <p><b>Compass</b> - is the online membership system of The Scout Association, this system is used for the collection and storage of adult volunteer personal data. Due to be replaced with a new membership system November 2024</p> <p><b>Online Scout Manager</b> - is the online membership system of Online Youth Manager, this system is used for the collection and storage of youth member personal data.</p> <p><b>Google Workspace</b> – we have a secure area accessible only to members of 5<sup>th</sup> Haywards Heath (St Paul's) Scout Group.</p> <p>In addition adult volunteers may hold some personal data on local spreadsheets/databases.</p> <p>Printed records and data held while attending events - paper is sometimes used to capture and retain some data for example:</p> <ul style="list-style-type: none"> <li>• Gift Aid administration</li> <li>• Event registration</li> <li>• Health and contact records forms (for events)</li> <li>• Events coordination with event organisers</li> </ul> <p>Paper records for events are used rather than relying on secure digital systems, as often the events are held where internet and digital access will not be available. We will minimise the use of paper to only what is required for the event.</p>
<b>Further processing</b>	<p>If we wish to use your personal data for a new purpose, not covered by this Data Protection Notice, then we will provide you with a new notice explaining this new use prior to commencing the processing and setting out the relevant purposes and processing conditions. Where and whenever necessary, we will seek your prior consent to the new processing.</p>
<b>How we provide this privacy notice</b>	<p>A link to this website page is provided to those whose data is being processed by us. A printed version is also available on request.</p>
<b>Your rights</b>	<p>As a Data Subject, you have the right to object to how we process your personal information. You also have the right to access, correct, sometimes delete and restrict the personal information we use. In addition, you have a right to complain</p>

	<p>to us and to the Information Commissioner's Office (<a href="http://www.ico.org.uk">www.ico.org.uk</a>)<sup>12</sup>.</p> <p>Unless subject to an exemption under the GDPR and DPA 2018<sup>2</sup>, you have the following rights with respect to your personal data:</p> <ul style="list-style-type: none"> <li>• The right to be informed – you have a right to know how your data will be used by us.</li> <li>• The right to access your personal data – you can ask us to share with you the data we have about you. This is a Data Subject Access Request.</li> <li>• The right to rectification – this just means you can update your data if it's inaccurate or if something is missing. Adult members will be able to edit and update some information directly on The Scout Association's Compass membership system.</li> <li>• The right to erasure – this means that you have the right to request that we delete any personal data we have about you. There are some exceptions, for example, some information will be held by The Scout Association for legal reasons.</li> <li>• The right to restrict processing – if you think that we are not processing your data in line with this privacy notice then you have the right to restrict any further use of that data until the issue is resolved.</li> <li>• The right to data portability – this means that if you ask us we will have to share your data with you in a way that can be read digitally – such as a pdf. This makes it easier to share information with others.</li> <li>• The right to object – you can object to the ways your data is being used.</li> <li>• Rights in relation to automated decision making and profiling – this protects you in cases where decision are being made about you based entirely on automated processes rather than a human input, it's highly unlikely that this will be used by us.</li> </ul>
<b>Website Cookies</b>	<p><b>Forms related cookies</b></p> <p>When you submit data through a form such as those found on our contact pages or comment forms, cookies may be set to remember you or your user details for future correspondence.</p> <p><b>Third Party Cookies</b></p> <p>In some special cases we also use cookies provided by trusted third parties. The following section details which third party cookies you might encounter through this site.</p> <p>This site uses Wordpress analytics which is a trusted analytics solution on the web for helping us to understand how you use the site and ways that we can improve your experience. These cookies may track things such as how long you spend</p>



	on the site and the pages that you visit so we can continue to produce engaging content.
<b>Who to contact</b>	If you have any queries relating to this Privacy Notice or our use of your personal data, please contact us by email <a href="mailto:chair@5hhscouts.org">chair@5hhscouts.org</a>