



OUR LADY OF LOURDES

CATHOLIC MULTI-ACADEMY TRUST

CCTV Policy
March 2025



Start of document

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Reviewer	Trust Audit & Risk Committee / OLoL Trust Exec Board
Author	Browne Jacobson template – edited by DPO & IT Director

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ANNEX Definition of terms

Trust Mission Statement

We are a partnership of Catholic schools and our aim is to provide the very best Catholic education for all in our community and so improve life chances through spiritual, academic and social development.

We will achieve this by:

- Placing the life and teachings of Jesus Christ at the centre of all that we do
- Following the example of Our Lady of Lourdes by nurturing everyone so that we can all make the most of our God given talents
- Working together so that we can all achieve our full potential, deepen our faith and know that God loves us
 - Being an example of healing, compassion and support for the most vulnerable in our society

Psalm 138: 7 (GNT)

*When I am surrounded by troubles, you keep me safe.
You oppose my angry enemies and save me by your power.*

Guidance Note for School Leaders/Site Managers:

A key element in the assessment of lawful use of CCTV systems is the privacy impact assessment (PIA) conducted in relation to those systems setting out the justification for the system and its compliance with data protection legislation.

If the Trust/School has not conducted such an assessment then this must be conducted now, and this template policy amended to take account of the outcome of that assessment.

The Trust/School should do this with an open mind, including considering whether any existing cameras should be removed or the system modified in any way.

The completed impact assessment template (see page 9) should be forwarded to the Trust DPO for sign-off/approval.

- Highlighted sections of the policy should be completed as appropriate for each setting
- The Headteacher should designate named staff members to access / view the CCTV images
- The designated manager of the CCTV system should retain the log of access to viewed images (this log should be available as part of the GDPR annual audit)
- The designated manager of the CCTV system should retain the log of disclosures to third parties (this log should be available as part of the GDPR annual audit)

Due to the inherent privacy impact of CCTV, it should be considered as the last possible option when looking to mitigate an issue. Other factors such as controlling access to the area, increasing supervision, improved perimeter security should be considered prior to CCTV being investigated. Advice of the Trust Director of Estates and Director of IT should be sought to confirm that there is no other mitigation available before a project to install or expand CCTV is undertaken.

CCTV POLICY

1 Policy Statement

- 1.1 [Trust/School] uses Close Circuit Television (“CCTV”) within the premises of the [Trust/School]. The purpose of this policy is to set out the position of the [Trust/School] as to the management, operation and use of the CCTV at the [Trust/School].
- 1.2 This policy applies to all members of our Workforce, visitors to the [Trust/School] premises and all other persons whose images may be captured by the CCTV system.
- 1.3 This policy takes account of all applicable legislation and guidance, including:
 - 1.3.1 General Data Protection Regulation (“GDPR”)
 - 1.3.2 *[Data Protection Act 2018]* (together the Data Protection Legislation)
 - 1.3.3 CCTV Code of Practice produced by the Information Commissioner
 - 1.3.4 Human Rights Act 1998
- 1.4 This policy sets out the position of the [Trust/School] in relation to its use of CCTV.

2 Purpose of CCTV

- 2.1 The [Trust/School] uses CCTV for the following purposes:
 - 2.1.1 To provide a safe and secure environment for pupils, staff and visitors
 - 2.1.2 To prevent the loss of or damage to the [Trust/School] buildings and/or assets and assist with any related financial claims/recovery
 - 2.1.3 To assist in the prevention of crime and assist law enforcement agencies in apprehending offenders

3 Description of system

- 3.1 There are 52 fixed non-PTZ cameras situated around the site of SSPP.
- 3.2 Cameras are situated to cover both indoor and outdoor areas.
- 3.3 All cameras have a name to identify them. This, along with the current date and time, is watermarked onto all CCTV footage.
- 3.4 It is the aim of SSPP to cover all indoor and outdoor spaces for the purposes described in 2.1. This excludes areas with increased expectation of privacy (Such as changing rooms, toilet urinals and toilet cubicles) and classrooms.
- 3.5 The cameras installed indoors have sound recording capability.

4 Siting of Cameras

- 4.1 All CCTV cameras will be sited in such a way as to meet the purpose for which the CCTV is operated. Cameras will be sited in prominent positions where they are clearly visible to staff, pupils and visitors.

- 4.2 Cameras will not be sited, so far as possible, in such a way as to record areas that are not intended to be the subject of surveillance. The [Trust/School] will make all reasonable efforts to ensure that areas outside of the [Trust/School] premises are not recorded.
- 4.3 Signs will be erected to inform individuals that they are in an area within which CCTV is in operation.
- 4.4 Cameras will not be sited in areas where individuals have a heightened expectation of privacy, such as changing rooms or toilets. Cameras should not be sited in classrooms.

5 Privacy Impact Assessment

- 5.1 Prior to the installation of any CCTV camera, or system, a privacy impact assessment will be conducted by the [Trust/School] to ensure that the proposed installation is compliant with legislation and ICO guidance.
- 5.2 The [Trust/School] will adopt a privacy by design approach when installing new cameras and systems, taking into account the purpose of each camera so as to avoid recording and storing excessive amounts of personal data.

6 Management and Access

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- 6.1 The CCTV system will be managed by Mr P Archer.
- 6.2 On a day-to-day basis the CCTV system will be operated by Mr P Archer.
- 6.3 The viewing of live CCTV images will be restricted to the Senior Management Team, Site Team, IT Team, Pastoral Staff and Reception Staff.
- 6.4 Access to recorded images which are stored by the CCTV system will be restricted to the Senior Management Team, Site Team, IT Team, and Pastoral Staff.
- 6.5 Additionally, IT support staff may also view live or recorded CCTV images to aid authorised staff in accordance with this policy e.g., finding footage of an event in the recorded images or downloading recorded images for viewing by authorised staff.
- 6.6 Where deemed appropriate by staff in 6.3 and 6.4, live CCTV images and recorded CCTV images may be shared with other members of SSPP staff body for the purposes of:
 - 6.6.1 Identifying an individual where the accessing staff member is unable to identify them.
 - 6.6.2 Observing the severity of an incident for the purposes of administering first aid.
 - 6.6.3 Observing the timeline of an incident to give an accurate representation to interested parties including parents, children, and members of the public.

7 Storage and Retention of Images

- 7.1 Any images recorded by the CCTV system will be retained only for as long as necessary for the purpose for which they were originally recorded.

- 7.2 Recorded images are stored only for a period of 30 unless there is a specific purpose for which they are retained for a longer period.
- 7.3 The [Trust/School] will ensure that appropriate security measures are in place to prevent the unlawful or inadvertent disclosure of any recorded images. The measures in place include:
- 7.3.1 CCTV recording systems being located in restricted access areas;
 - 7.3.2 The CCTV system being encrypted/password protected;
 - 7.3.3 Restriction of the ability to make copies to specified members of staff
- 7.4 A log of any access to the CCTV images, including time and dates of access, and a record of the individual accessing the images, will be maintained by the [Trust/School].

[Unless the CCTV records a specific incident then it is unlikely to be justifiable to retain any recorded images for more than, say, 28 days.]

8 Disclosure of Images to Data Subjects

- 8.1 Any individual recorded in any CCTV image is a data subject for the purposes of the Data Protection Legislation, and has a right to request access to those images.
- 8.2 Any individual who requests access to images of themselves will be considered to have made a subject access request pursuant to the Data Protection Legislation. Such a request should be considered in the context of the [Trust's/School's] Subject Access Request Policy.
- 8.3 When such a request is made the authorised staff members with access to CCTV will review the CCTV footage, in respect of relevant time periods where appropriate, in accordance with the request.
- 8.4 If the footage contains only the individual making the request then the individual may be permitted to view the footage. This must be strictly limited to that footage which contains only images of the individual making the request. The authorised staff member must take appropriate measures to ensure that the footage is restricted in this way.
- 8.5 If the footage contains images of other individuals then the [Trust/School] must consider whether:
- 8.5.1 The request requires the disclosure of the images of individuals other than the requester, for example whether the images can be distorted so as not to identify other individuals;
 - 8.5.2 The other individuals in the footage have consented to the disclosure of the images, or their consent could be obtained; or
 - 8.5.3 If not, then whether it is otherwise reasonable in the circumstances to disclose those images to the individual making the request.
 - 8.5.4 Consider providing stills from the CCTV with third parties having been redacted.
- 8.6 **A record must be kept, and held securely, of all disclosures which sets out:**
- 8.6.1 When the request was made;

- 8.6.2 The process followed by the member of authorised staff in determining whether the images contained third parties;
- 8.6.3 The considerations as to whether to allow access to those images;
- 8.6.4 The individuals that were permitted to view the images and when; and
- 8.6.5 Whether a copy of the images was provided, and if so to whom, when and in what format.

(please note that this CCTV disclosure log should be available to view at the annual GDPR Audit)

[Please note that when a subject access request is made then, unless an exemption applies (such as in relation to third party data that it would be unreasonable to disclose) then the requester is entitled to a copy in a permanent form. We have referred only to “access” as opposed to a “permanent copy” as the [Trust/School] may consider it preferable in certain circumstances to seek to allow access to images by viewing in the first instance without providing copies of images. If an individual agrees to viewing the images only then a permanent copy does not need to be provided. However if a permanent copy is requested then this should be provided unless to do so is not possible or would involve disproportionate effort.]

9 Disclosure of Images to Third Parties

- 9.1 The [Trust/School] will only disclose recorded CCTV images to third parties where it is permitted to do so in accordance with the Data Protection Legislation.
- 9.2 CCTV images will only be disclosed to law enforcement agencies in line with the purposes for which the CCTV system is in place.
- 9.3 If a request is received from a law enforcement agency for disclosure of CCTV images then the authorised staff member(s) must follow the same process as above in relation to subject access requests. Detail should be obtained from the law enforcement agency as to exactly what they want the CCTV images for, and any particular individuals of concern. This will then enable proper consideration to be given to what should be disclosed, and the potential disclosure of any third party images.
- 9.4 The information above must be recorded in relation to any disclosure – this record should be available to view in during the annual GDPR Audit.
- 9.5 If an order is granted by a Court for disclosure of CCTV images then this should be complied with. However very careful consideration must be given to exactly what the Court order requires. If there are any concerns as to disclosure then the Data Protection Officer should be contacted in the first instance and appropriate legal advice may be required.

10 Review of Policy and CCTV System

- 10.1 This policy will be reviewed every 2 years.
- 10.2 The CCTV system and the privacy impact assessment relating to it will be reviewed every 2 years.

[The privacy impact assessment (PIA) relating to the system should be reviewed regularly to ensure that the use of any CCTV system continues to be justified and is compliant with legal requirements. The [Trust/School] should ensure that it has procedures in place to ensure that the CCTV system is regularly reviewed.]

11 Misuse of CCTV systems

11.1 The misuse of CCTV system could constitute a criminal offence.

11.2 Any member of staff who breaches this policy may be subject to disciplinary action.

12 Complaints relating to this policy

12.1 Any complaints relating to this policy or to the CCTV system operated by the [Trust/School] should be made in accordance with the [Trust/School] Complaints Policy.

CCTV PRIVACY IMPACT ASSESSMENT TEMPLATE

1 Who will be captured on CCTV?

Pupils, staff, parents / carers, volunteers, Governors and other visitors including members of the public.

2 What personal data will be processed?

Facial Images, behaviour.

3 What are the purposes for operating the CCTV system? Set out the problem that the [Trust/School] is seeking to address and why the CCTV is the best solution and the matter cannot be addressed by way of less intrusive means.

Prevention or detection of crime etc.

4 What is the lawful basis for operating the CCTV system?

Legal Obligation, legitimate interests of the organisation to maintain health and safety and to prevent and investigate crime.

5 Who is/are the named person(s) responsible for the operation of the system?

Paul Archer

6 Describe the CCTV system, including:

- a. how this has been chosen to ensure that clear images are produced so that the images can be used for the purpose for which they are obtained;
- b. siting of the cameras and why such locations were chosen;
- c. how cameras have been sited to avoid capturing images which are not necessary for the purposes of the CCTV system;
- d. where signs notifying individuals that CCTV is in operation are located and why those locations were chosen; and
- e. whether the system enables third party data to be redacted, for example via blurring of details of third party individuals.

The cameras are sited in the following locations:

English block x5
Humanities/ICT x10
Main Block x21
Sports Hall x8
Sixth Form x4
Science x6

- All except one camera has been sited to avoid capturing images which are not necessary for the purposes of the CCTV system. This has areas redacted.
- There are signs located on main entrance facing both directions of approach and 1 on the end of ICT/Humanities block facing 2nd carpark entrance

The system does enable third party data to be redacted.

7 Set out the details of any sharing with third parties, including processors

Police requests, subject access requests, and dealing with incidents in school are the only occasions data would be shared externally. Any images or footage is redacted.

8 Set out the retention period of any recordings, including why those periods have been chosen

30 days unless there is a specific purpose to retain it longer.

9 Set out the security measures in place to ensure that recordings are captured and stored securely

CCTV system is encrypted and password protected. There is restricted access and a log is kept of any access.

10 What are the risks to the rights and freedoms of individuals who may be captured on the CCTV recordings?

For example:

- Any copies/footage made are completely redacted and encrypted.

11 What measures are in place to address the risks identified?

Encryption, restricted access.

12 Have parents and pupils where appropriate been consulted as to the use of the CCTV system? If so, what views were expressed and how have these been accounted for?

There are signs visible to parents before they come on site explaining that CCTV is in operation.

13 When will this privacy impact assessment be reviewed?

March 2027

Approval:

This assessment was approved by the Data Protection Officer and Headteacher:

DPOT Betelley.....
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Headteacher *C. Hewes*

Date12/12/2025.....

Date16/12/2025.....