

The Pico Players'

Data Protection Policy

Overview

Key details

- Policy prepared by: Mary-Rose Wintour
- Approved by Board/committee on: 23/05/2018
- Next review date: 01/05/2020

Introduction

In order to operate The Pico Players need to gather, store and use certain forms of information about individuals.

These can include players in the orchestra, members, employees, contractors, suppliers, volunteers, audiences and potential audiences, business contacts and other people the group has a relationship with or regularly needs to contact.

This policy explains how this data should be collected, stored and used in order to meet The Pico Players' data protection standards and comply with the General Data Protection Regulations (GDPR).

Why is this policy important?

This policy ensures that The Pico Players:

- Protects the rights of our players, volunteers and supporters
- Complies with data protection law and follows good practice
- Protect the group from the risks of a data breach

Roles and responsibilities

Who and what does this policy apply to?

This applies to *all* those handling data on behalf of The Pico Players e.g.:

- Committee members
- Employees and volunteers
- Members

It applies to all data that The Pico Players hold relating to individuals, including:

- Names

- Email addresses
- Postal addresses
- Phone numbers
- Any other personal information held (e.g. financial)

Roles and responsibilities

Mary-Rose Wintour is the Data Controller and will determine what data is collected and how it is used. The Data Protection Officer for The Pico Players is Patrick Massey. They, together with the Trustees, are responsible for the secure, fair and transparent collection and use of data by The Pico Players. Any questions relating to the collection or use of data should be directed to the Data Protection Officer.

Everyone who has access to data as part of The Pico Players has a responsibility to ensure that they adhere to this policy.

The Pico Players sometimes uses third party Data Processors (e.g. Mail Chimp) to process data on its behalf. The Pico Players will ensure all Data Processors are compliant with GDPR.

Data protection principles

a) We fairly and lawfully process personal data in a transparent way

The Pico Players will only collect data where lawful and where it is necessary for the legitimate purposes of the group.

- A player's name and contact details will be collected when they first apply to join the group, and will be used to contact the player regarding group administration and activities. Other data may also subsequently be collected in relation to their membership (or potential membership) of the orchestra, including their payment history for 'subs'. Where possible The Pico Players will anonymise this data
 - Lawful basis for processing this data: Contract (the collection and use of data is fair and reasonable in relation to The Pico Players completing tasks expected as part of the individual's participation (or potential participation) in the orchestra's activities.
- The name and contact details of volunteers, employees and contractors will be collected when they take up a position, and will be used to contact them regarding group administration related to their role.

Further information, including personal financial information and criminal records information may also be collected in specific circumstances where lawful and necessary (in order to process payment to the person or in order to carry out a DBS check).

- Lawful basis for processing this data: Contract (the collection and use of data is fair and reasonable in relation to The Pico Players completing tasks expected as part of working with the individuals),
- An individual's name and contact details will be collected when they make a booking for an event. This will be used to contact them about their booking and to allow them entry to the event.

- Lawful basis for processing this data: Contract (the collection and use of data is fair and reasonable in relation to The Pico Players completing tasks expected as part of the booking),
- An individual's name, contact details and other details may be collected at any time (including when booking tickets or at an event), with their consent, in order for The Pico Players to communicate with them about and promote group activities. See 'How we get consent' below.
 - Lawful basis for processing this data: Consent (see 'How we get consent')
- Pseudonymous or anonymous data (including behavioural, technological and geographical/regional) on an individual may be collected via tracking 'cookies' when they access our website or interact with our emails, in order for us to monitor and improve our effectiveness on these channels. See 'Cookies on the The Pico Players' website' below.
 - Lawful basis for processing this data: Consent (see 'How we get consent')

b) We only collect and use personal data for specific, explicit and legitimate purposes and will only use the data for those specified purposes.

When collecting data, The Pico Players will always provide a clear and specific privacy statement explaining to the subject why the data is required and what it will be used for.

c) We ensure any data collected is relevant and not excessive

The Pico Players will not collect or store more data than the minimum information required for its intended purpose.

E.g. we need to collect telephone numbers from players in order to be able to contact them about group administration, but data on their marital status or sexuality will not be stored, since it is unnecessary and excessive for the purposes of group administration.

d) We ensure data is accurate and up-to-date

The Pico Players will ask players, volunteers and staff to check and update their data on an annual basis. Any individual will be able to update their data at any point by contacting the Data Protection Officer.

e) We ensure data is not kept longer than necessary

The Pico Players will keep records for no longer than is necessary in order to meet the intended use for which it was gathered (unless there is a legal requirement to keep records).

The storage and intended use of data will be reviewed in line with The Pico Players' data retention policy. When the intended use is no longer applicable (e.g. contact details for a player who has left the orchestra (other than a temporary absence), the data will be deleted within a reasonable period.

f) We keep personal data secure

The Pico Players will ensure that data held by us is kept secure.

- Electronically-held data will be held within a password-protected and secure environment
- Passwords for electronic data files will be re-set each time an individual with data access leaves their role/position
- Physically-held data (e.g. membership forms or email sign-up sheets) will be stored in a secure location by the Data Protection Officer, or otherwise in a locked cupboard
- Keys for locks securing physical data files should be collected by the Data Protection Officer from any individual with access if they leave their role/position. The codes on combination locks should be changed each time an individual with data access leaves their role/position
- Access to data will only be given to relevant trustees/committee members/contractors where it is clearly necessary for the running of the group. The Data Protection Officer will decide in what situations this is applicable and will keep a master list of who has access to data

g) Transfer to countries outside the EEA

The Pico Players will not transfer data to countries outside the European Economic Area (EEA), unless the country has adequate protection for the individual's data privacy rights.

Individual Rights

When The Pico Players collects, holds and uses an individual's personal data that individual has the following rights over that data. The Pico Players will ensure its data processes comply with those rights and will make all reasonable efforts to fulfil requests from an individual in relation to those rights.

Individual's rights

- *Right to be informed:* whenever The Pico Players collects data it will provide a clear and specific privacy statement explaining why it is being collected and how it will be used.
- *Right of access:* individuals can request to see the data The Pico Players holds on them and confirmation of how it is being used. Requests should be made in writing to the Data Protection Officer and will be complied with free of charge and within one month. Where requests are complex or numerous this may be extended to two months
- *Right to rectification:* individuals can request that their data be updated where it is inaccurate or incomplete. The Pico Players will request that members, staff and contractors check and update their data on an annual basis. Any requests for data to be updated will be processed within one month.
- *Right to object:* individuals can object to their data being used for a particular purpose. The Pico Players will always provide a way for an individual to withdraw consent in all marketing communications. Where we receive a request to stop using data we will comply unless we have a lawful reason to use the data for legitimate interests or contractual obligation.

- *Right to erasure:* individuals can request for all data held on them to be deleted. The Pico Player's data retention policy will ensure data is not held for longer than is reasonably necessary in relation to the purpose it was originally collected. If a request for deletion is made we will comply with the request unless:
 - There is a lawful reason to keep and use the data for legitimate interests or contractual obligation.
 - There is a legal requirement to keep the data.

Right to restrict processing: individuals can request that their personal data be 'restricted' – that is, retained and stored but not processed further (e.g. if they have contested the accuracy of any of their data, The Pico Players will restrict the data while it is verified).

Though unlikely to apply to the data processed by The Pico Players, we will also ensure that rights related to portability and automated decision making (including profiling) are complied with where appropriate.

Player-to-player contact

We only share players' data with other players in the orchestra with the subject's prior consent.

As a musical organisation The Pico Players encourages communication between players.

To facilitate this:

- Players can request the personal contact data of other players in writing via the Data Protection Officer or Chairman. These details will be given, as long as they are for the purposes of contacting the subject (e.g. an email address, not financial or health data) and the subject has consented to their data being shared with other players in this way. Unless indicated otherwise by the relevant player, the Pico Players may share a player's contact details with other members of the orchestra for the purpose of the administration and exchange of information regarding a particular season or event in which the player is participating.

How we get consent

The Pico Players will regularly collect data from consenting supporters for marketing purposes. This includes contacting them to promote performances, updating them about group news, fundraising and other group activities.

Any time data is collected for this purpose, we will provide:

- A method for users to show their positive and active consent to receive these communications (e.g. a 'tick box')
- A clear and specific explanation of what the data will be used for (e.g. 'Tick this box if you would like The Pico Players to send you email updates with details about our forthcoming events, fundraising activities and opportunities to get involved')

Data collected will only ever be used in the way described and consented to (e.g. we will not use email data in order to market 3rd-party products unless this has been explicitly consented to).

Every marketing communication will contain a method through which a recipient can withdraw their consent (e.g. an 'unsubscribe' link in an email). Opt-out requests such as this will be processed within 14 days.

Cookies on the The Pico Players' website

A cookie is a small text file that is downloaded onto 'terminal equipment' (e.g. a computer or smartphone) when the user accesses a website. It allows the website to recognise that user's device and store some information about the user's preferences or past actions.

The Pico Players uses cookies on our website www.thepicoplayers.org in order to monitor and record their activity. This allows us to improve users' experience of our website by, for example, allowing for a 'logged in' state, and by giving us useful insight into how users as a whole are engaging with the website.

We will implement a pop-up box on www.thepicoplayers.org that will activate each new time a user visits the website. This will allow them to click to consent (or not) to continuing with cookies enabled, or to ignore the message and continue browsing (i.e. give their implied consent).

It will also include a link to our Privacy Policy which outlines which specific cookies are used and how cookies can be disabled in the most common browsers.

Data retention policy

Overview

Introduction

This policy sets out how The Pico Players will approach data retention and establishes processes to ensure we do not hold data for longer than is necessary.

It forms part of The Pico Players Data Protection Policy.

Roles and responsibilities

Mary-Rose Wintour is the Data Controller and will determine what data is collected, retained and how it is used. The Data Protection Officer for The Pico Players is Patrick Massey. They, together with the Trustees are responsible for the secure and fair retention and use of data by The Pico Players. Any questions relating to data retention or use of data should be directed to the Data Protection Officer.

Regular Data Review

A regular review of all data will take place to establish if The Pico Players still has good reason to keep and use the data held at the time of the review.

As a general rule a data review will be held every 2 years and no more than 27 calendar months after the last review. The first review will take place on 1st May 2020.

Data to be reviewed

- The Pico Players stores data on digital documents (e.g. spreadsheets) stored on personal devices held by committee members.
- Data stored on third party online services (e.g. Google Drive, Dropbox, Mail Chimp)
- Physical data stored at the homes of committee members

Who the review will be conducted by

The review will be conducted by the Data Protection Officer with other committee members to be decided on at the time of the review.

How data will be deleted

- Physical data will be destroyed safely and securely, including shredding.
- All reasonable and practical efforts will be made to remove data stored digitally.
 - Priority will be given to any instances where data is stored in active lists (e.g. where it could be used) and to sensitive data.
 - Where deleting the data would mean deleting other data that we have a valid lawful reason to keep (e.g. on old emails) then the data may be retained safely and securely but not used.

Criteria

The following criteria will be used to make a decision about what data to keep and what to delete.

| Question | Action | |
|---|--|--|
| | Yes | No |
| Is the data stored securely? | No action necessary | Update storage protocol in line with Data Protection policy |
| Does the original reason for having the data still apply? | Continue to use | Delete or remove data |
| Is the data being used for its original intention? | Continue to use | Either delete/remove or record lawful basis for use and get consent if necessary |
| Is there a statutory requirement to keep the data? | Keep the data at least until the statutory minimum no longer applies | Delete or remove the data unless we have reason to keep the data under other criteria. |
| Is the data accurate? | Continue to use | Ask the subject to confirm/update details |
| Where appropriate do we have consent to use the | Continue to use | Get consent |

| | | |
|--|----------------|-----------------|
| data. This consent could be implied by previous use and engagement by the individual | | |
| Can the data be anonymised | Anonymise data | Continue to use |

Statutory Requirements

Date stored by The Pico Players may be retained based in statutory requirements for storing data other than data protection regulations. This might include but is not limited to:

- Gift Aid declarations records
- Details of payments made and received (e.g. in bank statements and accounting records)
- Trustee meeting minutes
- Contracts and agreements with suppliers/customers
- Insurance details
- Tax and employment records

Other data retention procedures

Player data

- When a player leaves The Pico Players (other than a temporary absence e.g. missing a season) and all administrative tasks relating to their membership of the orchestra have been completed any potentially sensitive data held on them will be deleted – this might include bank details or medical data
- Unless consent has been given data will be removed from all email mailing lists
- All other data will be stored safely and securely and reviewed as part of the next two year review

Mailing list data

- If an individual opts out of a mailing list their data will be removed as soon as is practically possible.
- All other data will be stored safely and securely and reviewed as part of the next two year review

Volunteer and freelancer data

- When a volunteer or freelancer stops working with The Pico Players (other than a temporary absence e.g. missing a season) and all administrative tasks relating to their work have been completed any potentially sensitive data held on them will be deleted – this might include bank details or medical data
- Unless consent has been given data will be removed from all email mailing lists
- All other data will be stored safely and securely and reviewed as part of the next two year review

Other data

- All other data will be included in a regular two year review.