

# FAIRHAVEN S I N G E R S

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MUSICAL DIRECTOR: RALPH WOODWARD  
PATRON: THE LORD FAIRHAVEN

## Data Protection and Retention Policy

### Overview

#### Key details

Policy prepared by: Paul Ashley  
Approved by committee on: 14<sup>th</sup> May 2018  
Next review date: 14<sup>th</sup> May 2020

#### Introduction

In order to operate, the Fairhaven Singers needs to gather, store and use certain forms of information about individuals. These can include members, committee members, freelance musicians, volunteers, members of the Friends scheme, audiences and potential audiences, and other people the choir 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 Fairhaven Singers data protection standards, and comply with the General Data Protection Regulations (GDPR).

This policy ensures that the Fairhaven Singers:

- Protects the rights of our members 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 Fairhaven Singers e.g.:

- Committee members
- Members
- Volunteers and freelance musicians
- Third party suppliers

It applies to all data that the Fairhaven Singers holds relating to individuals, including:

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

## **Roles and responsibilities**

The Fairhaven Singers will designate a member of the committee as Data Protection Officer, who will determine what data is collected and how it is used. They, together with the committee, are responsible for the secure, fair and transparent collection and use of data by the Fairhaven Singers. 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 Fairhaven Singers has a responsibility to ensure that they adhere to this policy.

The Fairhaven Singers uses third party data processors (e.g. mailservers, storage drive, online banking, the choir website host) to process data on its behalf. The Fairhaven Singers will ensure all data processors are compliant with GDPR.

## **Data protection principles**

### **We fairly and lawfully process personal data in a transparent way**

The Fairhaven Singers will only collect data where lawful and where it is necessary for the legitimate purposes of the choir.

A member's name and contact details will be collected when they first join the choir, and will be used to contact the member regarding choir membership administration and activities. Other data may also subsequently be collected in relation to their membership, including their musical qualifications and experience, and payment history for subscriptions. Where possible the Fairhaven Singers 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 Fairhaven Singers completing tasks expected as part of the individual's membership).*

The name and contact details of volunteers, freelancers, and third party suppliers 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 musical qualifications and experience, personal financial information and criminal records information may also be collected in specific circumstances where lawful and necessary (e.g. 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 Fairhaven Singers 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 a concert, or other purchases. This will be used to contact them about their booking or purchase, and to allow them entry to the event or to allow delivery of tickets or purchases.

- *Lawful basis for processing this data: Contract (the collection and use of data is fair and reasonable in relation to the Fairhaven Singers completing tasks expected as part of the booking or purchase).*

An individual's name, contact details and other details may be collected with their consent when joining the Friends Scheme, in order for the Fairhaven Singers to communicate with them about concerts and promote choir activities. See 'How we get consent' below.

➤ *Lawful basis for processing this data: Consent.*

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 Fairhaven Singers to communicate with them about concerts and promote choir activities. See 'How we get consent' below.

➤ *Lawful basis for processing this data: 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 Fairhaven Singers website' below.

➤ *Lawful basis for processing this data: Consent (see 'How we get consent').*

**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 Fairhaven Singers 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.

**We ensure any data collected is relevant and not excessive**

The Fairhaven Singers will not collect or store more data than the minimum information required for its intended purpose. For example, we need to collect telephone numbers from members in order to contact them about group administration, but data on their marital status or sexuality will not be collected, since it is unnecessary and excessive for the purposes of group administration.

**We ensure data is accurate and up-to-date**

The Fairhaven Singers will ask members, 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.

**We ensure data is not kept longer than necessary**

The Fairhaven Singers will keep records for no longer than is necessary 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 Fairhaven Singers data retention policy (see below). When the intended use is no longer applicable (e.g. contact details for a member who has left the choir), the data will be deleted within a reasonable period (see below).

**We keep personal data secure**

The Fairhaven Singers 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.
- Access to data will only be given to relevant committee members, choir officers or third parties 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.

### **Transfer to countries outside the EEA**

The Fairhaven Singers 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 Fairhaven Singers collects, holds and uses an individual's personal data, that individual has the following the rights over that data. The Fairhaven Singers 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 Fairhaven Singers 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 Fairhaven Singers 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 Fairhaven Singers will request that members 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 Fairhaven Singers 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 Fairhaven Singers' 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 Fairhaven Singers will restrict the data while it is verified).

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

### **Member-to-member contact**

As a membership organisation the Fairhaven Singers encourages communication between members. To facilitate this, members can request the personal contact data of other members in writing via the Data Protection Officer or a committee member. 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 members in this way. We only share members' data with other members with the subject's prior consent.

### **How we get consent**

The Fairhaven Singers will regularly collect data from consenting supporters for marketing purposes. This includes contacting them to promote performances, updating them about choir news, fundraising and other choir 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 Fairhaven Singers 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 third party events or services 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 Fairhaven Singers' 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 Fairhaven Singers uses cookies on its website ([www.fairhavensingers.org.uk](http://www.fairhavensingers.org.uk)) 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.fairhavensingers.org.uk](http://www.fairhavensingers.org.uk) 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**

This policy sets out how the Fairhaven Singers will approach data retention and establishes processes to ensure we do not hold data for longer than is necessary. It forms part of the Fairhaven Singers *Data Protection and Retention Policy*.

The Fairhaven Singers' Data Protection Officer will determine what data is collected, retained and how it is used. They, together with the committee, are responsible for the secure and fair retention and use of data by the Fairhaven Singers. 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 Fairhaven Singers 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 took place in April 2018.

The Fairhaven Singers stores data on:

- Data stored on third party online services (e.g. Google Drive, a private mailing list mailserver, Mailchimp email service, online banking systems, and the choir's own website).
- When necessary for practical reasons, data may be temporarily stored as digital documents (e.g. spreadsheets) on personal devices held by committee members and office holders.
- Physical data stored at the homes of committee members (e.g. financial records).

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

### **Statutory requirements for date retention**

Data stored by the Fairhaven Singers may be retained, based on 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)
- Committee meeting minutes
- Contracts and agreements with suppliers/customers
- Insurance details
- Tax and employment records

### **Member data**

When a member leaves the Fairhaven Singers and all administrative tasks relating to their membership 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.

## Friends scheme and mailing list data

If an individual leaves the Friends scheme or 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, freelancer, supplier and other data

When a volunteer, freelancer, or third party supplier stops working with the Fairhaven Singers 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.

## Data deletion

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.

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