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POLICY STATEMENTS

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Glossary of terms used in this document

“Parents” – a generic term used to represent parents, adoptive parents, step-parents, legal carers, guardians and those with parental responsibility.

“Young People/Persons” – people under the age of eighteen years, adults with disabilities and vulnerable adults.

SSOD – Stephaneez School of Dance.

NATD – National Association of Teachers of Dancing.

CP- Child Protection.

CPO – Child Protection Officer. Person in Charge – School Principal, Promoter, Proprietor, and Person named as responsible in any building(s) where Dance takes place

LA – Local Authority.

NSPCC – National Society for the Prevention of Cruelty to Children.

GDPR – General Data Protection Regulations

1. Stephaneez School of Dance Mission Statement

Stephaneez School of Dance are a very relaxed, successful and affordable dance school. Our aim has always been to give the children and adults an opportunity to build their skills, confidence and to make new friends in a fun and enjoyable environment.

We aim to provide a happy and safe environment in which students can learn performance skills and get the chance to use them without pressure.

We offer a platform in which students can develop social, physical, self-confidence and communicative skills allowing them to achieve and grow in all areas of life.

We welcome everyone equally and feel all have something to offer and share with us.

2. Code of Good Practice

This code of good practice is the policy of where Stephaneez School of Dance is to safe guard the welfare of all members and their pupils by protecting them from physical, sexual and emotional harm, thereby helping to ensure compliance with current child protection legislation.

All current members of Stephaneez School of Dance are responsible to check: Ventilation/Temperature/Lighting/Condition of floor and seating/Fire exits/Visibility of fire extinguishers/blankets/Sanitary and hygiene facilities/Condition of all equipment/Positioning of electrical leads/Attendance register/Accident book/First aid kit every time you start a class or examination session. Although all staff members of Stephaneez School of Dance are responsible to check this list at the start of every class and examination, the responsibility for the building maintenance of safety appliances such as fire extinguishers ,electrical safety ,maintenance of Hall/ toilet and kitchen areas ,maintenance of heating system and general cleaning of the facilities, Wickham Park Sports Club/ Keston Village Halls/Bromley United Services Club/Wickham Common Primary School/Wickham Court Independent School and Pickhurst Junior Academy lies solely with their own venues.(see Health and Safety)

Promoting good practice with young people

Stephaneez School of Dance code of behaviour under the advice of the National Association of Teachers of Dancing:

- DO treat all young people equally, with respect and dignity.
- DO provide an example you wish others to follow.
- DO respect a young person's right to personal privacy.

- DO avoid situations that compromise your relationship with young people. Never reduce young people/children to tears.
- DO remember that someone else might misinterpret your actions however well intentioned.
- DO tell young people, before any movement with touching positions, exactly what the intention is and ensure they agree and do not show discomfort, then after any demonstration (tactile) release hold immediately.
- DO always maintain a safe and appropriate physical and psychological distance from young people.
- DO provide access for young people to talk about any concerns they may have. Consult young persons, allowing them to a share in the decision – making process.
- DO recognise that caution is required when dealing with sensitive issues such as bullying or abuse.
- DO record any accident/injury/unusual incident and any treatment given in an appropriate register.
- DO NOT permit any abuse peer behaviour (e.g. ridiculing, bullying).Be alert to any whispered comments and take sensible and appropriate action where necessary.
- DO NOT allow young people to use inappropriate language unchallenged.
- DO NOT have any inappropriate physical or verbal contact with others.
- DO NOT jump to conclusions about others without checking facts.
- DO NOT show favouritism to any individual.
- DO NOT make suggestive remarks or gestures, even in fun.
- DO NOT allow yourself to be drawn into inappropriate attention seeking behaviour such as tantrums or crushes.
- DO NOT let suspicion, disclosure or allegation of abuse go unrecorded or unreported.
- DO NOT permit smoking in any dance area.
- DO NOT teach beyond the mental and physical capabilities of any pupil.
- DO NOT ignore this guidance-following the advice of the NATD/SSOD/NSPCC code will safeguard both you and the young person.

Promoting professional good practice.

- Respect another teachers' business. Do not directly contact individuals with a view to "poaching" students.
- Do not use choreography created by another teacher without their permission.

- Avoid establishing a dance school close to an existing NATD school.
- Any business promotion should not be derogatory about another teacher/school. This could be illegal.

3.a: Child Protection

Stephaneez School of Dance in conjunction with the current NATD code of practice.

Stephaneez School of Dance aims to provide a happy and safe environment, always putting young people's/children's welfare first, where young people/children can learn to dance.

Stephaneez School of Dance believes young people/children have the right to be safe and secure and free from threat, regardless of gender, racial origin, religious beliefs, disability, sexual identity, culture and age.

Stephaneez School of Dance will act with integrity, treating all young people/children with respect and dignity, listening to their concerns and acting upon them where necessary.

Stephaneez School of Dance Code of Conduct commitment to Students and Parents will ensure that students will receive professionalism at all times and teachers will operate at their limitations and qualifications, experiences and expertise tuition.

Where possible, young people should have separate changing facilities from adults. These should be gender-based and the young person's should be supervised by their parents/guardians. If chaperones are used, it is preferable that they are police checked. If it is not possible for young people to have separate changing facilities from adults, the facilities should be gender-based and the young person's should be supervised by their parents/carers. If the gender of a parent prevents him/her entering, he/she should take up a position near to the door of the changing room. Appropriate facilities following safe practice.

Stephaneez School of Dance will adhere to the following Rules and Guidelines with regards to Photography and Filming:

1. Images of young people/children posted on www.stephaneezschoolofdance.co.uk will be of only children that Stephanie has had parental permission for.
2. To reduce the risk of inappropriate use of images only images deemed suitable

will be used.

3. Anyone with any complaints about images posted on the website can speak to Stephaneez School of Dance and the images will be removed immediately.

4. Anyone concerned about inappropriate use of images can report the matter to the Stephaneez School of Dance and procedures will be followed to report the matter to the appropriate authority where necessary.

5. The Expectations for parents or spectators who wish to take photographs or film at an event are to avoid inappropriate or intrusive photography. Any young person/child or parent who has concerns regarding inappropriate or intrusive photography must report their concerns to Stephaneez School of Dance who will act in the same manner as they would with any other child protection concern.

Any person teaching for Stephaneez School of Dance will be in receipt of a DBS (Enhanced Criminal Record Certificate within the meaning of sections 113B and 116 of the Police Act 1997), formerly Criminal Records Bureau (CRB) registered person/body: Due Diligence Checking LTD paid/voluntary.

Stephaneez School of Dance has procedures in place to help any young people/children who appears to be at risk or appears to be the victim of abuse. We will provide help and support if any child tells us they are affected by these issues. We will record, in detail, any accident/injury/unusual incident and any treatment in an appropriate register. Never allow any allegations to go unrecorded and not acted upon. (SSOD/NATD recognises that abuse of young people, in any form, should not be tolerated and will act if any abuse is detected and communicated to the appropriate CP Officer). It is not the concern of anyone working under the auspices of dance in a paid or voluntary capacity, or of those working in affiliated organisations, to decide whether or not child abuse is taking place or has taken place. However, there is a responsibility to protect children in order that appropriate agencies can then make enquiries and take any necessary action to protect young people.

Stephaneez School of Dance principal Stephanie Bradbury is specifically responsible for young people/children and child protection and can be contacted on 07950364299.

Stephaneez School of Dance has a child protection policy as we are taking the initiative in making our organisation as safe as possible for young people/children. In writing the policy we used NATD an NSPCC guide for organisations to safeguard young people/children and the procedures we will follow are as laid down within these guidelines.

If it is deemed necessary to contact authorities we will seek advice and guidance from the "NATD/LA/NSPCC" details on how to refer young people/children and where to get guidance.

Stephaneez School of Dance request written parental permission if teachers/officers/officials etc. are required to transport young people in their cars.

3.b: Covid 19. To ensure your children remain safe at all times, Stephaneez School of Dance will strictly follow the Government Guidelines UK relating the Covid 19 in teaching of dance.

4. Health and Safety

Stephaneez School of Dance in conjunction with Wickham Parks Sports Club/ Keston Village Halls/ Bromley United Services Club/Wickham Common School/Wickham Court Independent School/Pickhurst Junior Academy are committed to the Health and Safety for everyone involved in the school.

Wickham Parks Sports Club/ Keston Village Halls/ Bromley United Services Club/ Wickham Common School/ Wickham Court Independent School/ Pickhurst Junior Academy are responsible for the buildings maintenance, maintenance of safety appliances such as fire extinguishers, electrical safety, maintenance of toilet and kitchen areas, maintenance of heating systems and general cleaning of the facilities.

Whilst the above responsibilities for risk assessments lie with Wickham Parks Sports Club/ Keston Village Halls/ Bromley United Services Club/Wickham Common School/Wickham Court Independent School/Pickhurst Junior Academy anyone who has concerns about the safety of the building, or is aware of risk is to report it to the Stephaneez School of Dance Principal who will then inform the relevant authority at Wickham Parks Sports Club/ Keston Village Halls/ Bromley United Services Club/Wickham Common School/Wickham Court Independent School/Pickhurst Junior Academy.

Stephaneez School of Dance electrical equipment will undergo Portable Appliance Testing (PAT) to conform to its responsibility for electrical safety under the Electricity at Work Regulations 1989 (EAWR).

Fire procedures are prominently displayed within the buildings and all Stephaneez School of Dance teachers are aware of what action to take in the event of a fire. Regular fire drills will be implemented and recorded in the relevant register.

In the case of an accident causing injury, first aid boxes with basic supplies are available. For more serious injuries, dependant on the extent of injury; professional medical assistance will be requested either by calling the emergency services or assisting the injured party to the medical centres/hospitals. If the injured individual needs to be taken to a place where they can receive treatment, written parental consent of private (not services) transportation is usually required, so in the unlikely event of your child/children/student having to be taken into hospital after an accident/incident every effort will be made to contact you in order that the normal parental/next of kin consent may be given for transportation in a private vehicle and parental/next of kin consent for treatment. In the case of our being unable to contact the parent(s)/ next of kin, the parent(s)/next of kin must complete the registration form to give consent for Stephanie Bradbury, principal of Stephaneez School of Dance to give consent for any private transportation and medical treatment given to the child/children/student where necessary.

In the case of minor injuries at the end of class, when professional medical assistance is required the parent will be informed immediately and the parent(s) are then responsible for any further decisions/actions taken.

All accidents will be recorded and logged using the accident book.

Stephaneez School of Dance will only allow performances to take place where Risk Assessments have been carried out on the venues by the landlords and the facilities are deemed suitable to engage in performance.

Stephaneez School of Dance will only use qualified personnel and engage in safe practice.

The Principal of Stephaneez School of Dance, Stephanie Bradbury has Public Liability Insurance.

5. Code of Conduct

Stephaneez School of Dance commitment to students and parents / students and parents commitment to Stephaneez School of Dance.

As with all businesses, there is a code of conduct. The essence of which consists of politeness and respect for all individuals. Stephaneez School of Dance will act all matters with the upmost integrity, showing consideration and respect to all students and parents.

Students and parents are requested to treat others as they would expect to be treated themselves and negative comments of any nature are not welcomed. Stephaneez School of Dance have always and will continue to practice a positive, happy and healthy environment and we request that all students/members and families invest in that unquestionably. Any rudeness or disrespect shown to either Stephanie or any member of SSOD by adult or child will not be tolerated. Unfortunately this could bring about the dismissal of a student.

Professionalism:

Stephaneez School of Dance will ensure that safety is always paramount and that all members of SSOD team are shown to be professional and respectful at all times. Discretion and honesty will be practiced throughout. Teachers will operate at their limitations and qualifications, experiences and expertise, delivering up to a standard that meets all the capable needs of all students. Choreography will be planned to an appropriate level to facilitate the needs of the students and requirements/syllabus of the NATD examination boards. All students will be taught in an encouraging and positive manner to enable the individual student to reach and develop their full potential to the highest possible standard. SSOD will give advice and guidance to the best of our knowledge to allow the student to maximise their opportunity for those who wish to follow a career in the arts industry.

Entrance / Enrolment / Payment Method/ No Refund Policy and Late Payments:

Stephaneez School of Dance is a community school and as such there are no barriers on entry however ages from two years and six months upwards are required.

There is no registration fee, although all students will be required to pay for their first class at the present rate at the start of class. The parent/carer will then be required to inform SSOD if they wish to enrol and secure a placement for the student from their second week of attendance. From the student's second class of attendance the rest of the term would then be chargeable at the full amount. The student would also be provided with a registration form on which must be filled out and returned and checked by SSOD by the students second week. All payments for fees due to existing students will be presented to the parents/students on the first week back after every half term holiday. The students/parents will receive half a term notice to complete payment for the commencing term. There is a "No Refund Policy" in place, therefore once the student/parent has committed to enrolling, no monies will be returned to the student/parent. There will be informative information issued which will include a "last payment date", if the payment is made after this payment date stated

on the invoice then an admin charge of £12 will be added to the total amount due. If this is not paid with immediate effect it could lead to the dismissal of a student. If the student at any point wishes to no longer be a member of SSOD, the parent must give a terms written notice or the parent will be liable for a full terms payment. This is SSOD payment in advance policy. Payments can be made by cash/cheque or bank transfer. If further advice is required please contact the principal Stephanie Bradbury direct.

Incliment Weather:

In the event of any classes having to be cancelled at Stephaneez School of dance and at any after school clubs held at Wickham Common Academy/ Pickhurst Infants and Pickhurst Juniors Academy/Wickham court School, all information will be posted on the Homepage Latest News column on the day of the classes held. Every effort will be made to inform the parents/carers as soon as it is possible on the website but it is up to the parent/carer to check for this information themselves. No refund will be offered for cancellation of classes due to weather conditions.

Safety:

In the interest of serving the wellbeing of the child/children, Stephaneez School of Dance have a Child Protection and Health and Safety Policy in place. All parents are asked to fill out a registration form at the start of the student's enrolment week. This requires the parent to disclose any medical information, allergies or injuries that students may have prior or at the time of enrolment to SSOD. Any amendments are the parent's responsibility to keep up to date. Parents/students are also asked to recognise that as with any dance/physical activity there can be a risk of injury and therefore release Stephaneez School of Dance and its teachers from any liability.

Parents are asked to recognise that in the interest of the child/children's safety, we ask that there is minimal disturbance and interruption to a class .Therefore we ask the parent to make sure the child/children are dropped off and collected at the correct times, if for any unforeseen circumstance a parent will be late on collection, the child/children will not be left alone. Also we politely ask that no parent is permitted into the dance teaching area (hall/school/dance hall) at any times or invites themselves in to watch their child/children. We appreciate that parents may have concerns of their child/children to be unsettled or even wish to monitor their progress; however the presence of an adult within the dance area usually has a deliberating effect and can cause the students to feel self conscious and can lead onto general distraction. The members of Stephaneez School of Dance will make every effort to make the student feel at ease in the class environment and if we feel at anytime the student is distressed, we would notify the parent immediately. Stephaneez School of Dance hold regular events where the parent will have the opportunity to view their child/children's progress.

Photography and filming:

Photography and filming by parents or students during class is strictly prohibited. During events Stephaneez School of Dance may employ a photographer to take still images or video footage; these images may be used to advertise Stephaneez School of Dance in different forms of marketing including appearing on the SSOD website

www.stephaneezschoolofdance.co.uk. When registering to become a member of SSOD a parental consent form (Registration Form) for use of images and video footage of children/young person's/adults/students will be required to be signed and dated. Parents and spectators at events wishing to photograph or film the event are to be aware of the expectations which are explained in The Child Protection Policy.

Commitment:

Whilst it is appreciated that absence is sometimes unavoidable, students and parents are asked to make every effort to attend class/classes and if it is really unavoidable to be absent then a courtesy call should be made by the parent. Sporadic attendance may result in wasting teaching time but more importantly could result in that student being effected in self confidence through not necessarily being able to catch up the missed works learnt.

Attire:

Uniform is not compulsory however students should arrive in suitable attire for dance, for example: tracksuits, t-shirts, dance leggings and some form of suitable footwear. Even though uniform is not compulsory ,we do however request if the student is choosing to perform in any of the Summer shows we are invited to display at that they will be required to wear a Stephaneez School of Dance t-shirt which will be available for purchase from SSOD.

Stephaneez School of Dance take pride in presentation and feel that the students are ambassadors for SSOD and are requested to act in a manner befitting.

6. Staff and Volunteers.

All reasonable steps will be taken to ensure unsuitable people are prevented from working with Young People. Stephaneez School of Dance procedures when employing staff follow the guidance of the NATD/NSPCC. These procedures are adopted whether staffs are paid, unpaid, full or part-time. All applicants' consent to criminal record checks being undertaken if necessary. The minimum age of someone applying for a DBS check is now 16 years. All applicant's consent to abide by SSOD/NATD's Child Protection Policy

Incidents:

If an incident occurs the manager will

- Treat the report seriously and respond promptly.
- Record details of the incident and support the staff involved.
- Listen to any staff suggestions to improve management of abuse prevention.
- Respond to and if possible resolve incidents before escalation where possible.

Staff and Volunteers include anyone working with children in a paid or voluntary capacity. Child abuse can and does occur outside the family setting. Although it is a sensitive and difficult issue, child abuse can occur within other settings (e.g. sport or other social activities). SSOD policy states that those involved in dance are aware of this possibility and that all allegations are taken seriously and appropriate action taken.

Contact: Stephanie Bradbury NATD

Tel/Mobile: 07950364299

Email: info@stephaneezschoolofdance.co.uk

[Web: www.stephaneezschoolofdance.co.uk](http://www.stephaneezschoolofdance.co.uk)

GENERAL DATA PROTECTION POLICY 2018- UPDATED MAY 2018

Privacy Policy

Our Privacy Policy is shown below and reflects the requirements of the UK Data Protection Act (1998) and in accordance with GDPR 2018.

Privacy Statement and Personal Information collected

By agreeing to this Privacy Policy and completion of our contact form/registration and consent form, you consent to us processing your data and you warrant that all data provided by you is to be accurate.

You will be asked to provide your full name/child/s full name, address/postcode, child/s date of birth, telephone number/s and optional email. When you complete the contact /registration and consent forms, you are giving Stephaneez School of Dance permission to contact you where applicable by email and / or telephone about their services or where necessary.

We will only collect and store the personal information that you have provided. We will store your personal data for the length of time that the UK law requires.

We store all paper copies of your child/children/adult members and staff members records in a securely locked steel box and remain with solely with the principal. We take every precaution to protect your information. These records are private and confidential and will be shredded after the retention period.

I also retain weekly attendance registers, registration forms, emails, texts and pictures if given permission, using the legal basis of 'vital interests' to provide additional evidence in compliance with the GDPR 2018. These records are private and confidential and will be shredded after the retention period.

Stephaneez School of dance stores personal data held visually in photographs or video clips, unless permission was not given on the registration form. No names are stored with images on advertising flyers or our website.

We do not share any information with any third parties, unless clearly stated as referred to the NATD (National Association of Teachers of Dancing) for administrative purposes to enable them to provide you with the products or services that you have selected.

Stephaneez school of dance does NOT sell your data, and neither do we buy data from third parties.

Data Protection and Access rights

You have the right to access the personal data that is held about you by Stephaneez School of Dance and request that the information be added to, modified or deleted. You have the right to ask Stephaneez School of Dance to stop communicating with you or alter the frequency and manner in which communications are made. You can contact Stephaneez School of Dance direct.

GDPR includes seven rights for individuals

The GDPR includes the following rights for individuals:

- 1) the right to be informed;
- 2) the right of access;
- 3) the right to erasure;
- 4) the right to restrict processing;
- 5) the right to data portability;
- 6) the right to object; and
- 7) the right not to be subject to automated decision-making including profiling.

1. The right to be informed

Stephaneez School of Dance is required to collect and manage certain data. We need to know parents' names, addresses, telephone numbers, email addresses. We need to know children's full names, addresses and date of birth. Stephaneez School of Dance staff are voluntary and self-employed and, in order to deliver a safe and professional service we require staffs' names, emails, phone numbers, DBS numbers, public insurance policy number and account details (for payment of wages).

2. The right of access:

At any point an individual can make a request relating to their data and Stephaneez School of Dance will need to provide a response (within one month). Stephaneez School of Dance can refuse a request, if we have a lawful obligation to retain data but we will inform the individual of the reasons for the rejection. The individual will have the right to complain to the ICO if they are not happy with the decision.

3. The right to erasure:

You have the right to request the deletion of your data where there is no compelling reason for its continued use. Stephaneez School of Dance will delete parent and child's contact details upon membership termination. Following legal requirements, children's accident and injury records will be kept for 19 years (or until the child reaches 21 years), and 22 years (or until the child reaches 24 years) for Child Protection records. This data is archived securely and shredded after the legal retention period.

4. The right to restrict processing

Parents, visitors and staff can object to Stephaneez School of Dance processing their data. This means that records can be stored but must not be used in any way, for example, reports or for communications.

5. The right to data portability:

Stephaneez School of Dance requires data to be transferred from our hard copy system to other IT systems; such as to the Local Authority and Dance Associations for examinations. The Stephaneez School of Dance recipients have their own policies and procedures in place in relation to GDPR.

6. The right to object:

Parents, visitors and staff can object to their data being used for certain activities like marketing or research.

7. The right not to be subject to automated decision-making including profiling

Automated decisions and profiling are used for marketing-based organisations. Stephaneez School of Dance does not use personal data for such purposes.

Other websites

Our websites may contain links to other websites which are outside our control and are not covered by this Privacy Policy. If you access other sites using the links provided, the operators of these sites may collect information from you which will be used by them in accordance with their privacy policy, which may differ from ours.

Policy GDPR: Retention

The General Data Protection Regulation (GDPR) is an EU law that comes into force on 25th May 2018. It requires me, Stephanie Bradbury, to share information with parents and carers about data retention after your child/children/adults have left Stephaneez School of Dance.

Data I retain about you and your child/children is stored in paper format and digitally on my computer and mobile phone and it falls into three main categories:

- Safeguarding and welfare data linked for the purpose of administration in connection with dance classes.
- Data retained for financial transactions.
- Data and examination paperwork to the NATD.

Data relating to the Safeguarding and Welfare

To comply with the Limitation Act 1980, I keep Accident, Injury and First Aid Records and Medication Administration Records using the legal basis of 'legal obligation' for 19 years (or until your child/children are 21 years and 3 months old) and insurance requirements.

I also retain weekly attendance registers, registration forms, emails, texts and pictures if given permission, using the legal basis of 'vital interests' to provide additional evidence in compliance with the GDPR 2018. There may be special circumstances in which I need to seek legal advice (for instance, a serious complaint, issues of child protection). In such cases it is recommended that records are retained until the child reaches 25 years of age.

We take every precaution to protect your information. All personal information stored online and in hard copy is sufficiently protected and secure. When documents including personal data are no longer needed they are destroyed.

Information is kept in paper format and after the required retention period, the documents will be shredded.

Data retained for financial transactions

I keep invoices/fee forms which have your name and/or your child/children name/s on them in a paper format. I keep documentation including your name and payment record for HMRC using the legal basis of 'legal obligation'. I keep this information both on my computer and in paper format and am required to retain this information by HMRC for 6 years.

Data and examination paperwork to the NATD.

I keep documentation including your child's name your names, address, email addresses, phone numbers, dates of birth. This data must be made available for audit purposes, after which time it will be destroyed.

NATD will keep your information for.

The information the NATD hold about their members and customers is for as long as it is necessary to deliver the services they are providing you with.

Reasonable adjustments/Special considerations.

Personal information supplied for Reasonable Adjustments of an examination, will be evaluated by the NATD head office and the outcome shared with their appointed examiner. This information will then be destroyed. For more details see Customer Services Handbook on the NATD website.

Personal data

I have been advised by the Information Commissioners Office that it is reasonable to keep a record of your mobile phone number on my mobile phone, and your email address on my computer for up to one financial year after your child leaves the setting.

Closure

If I close the setting or on my retirement, I will keep documentation for as long as legally required by the purpose for which it was collected. I will keep it as securely as possible during the retention period.

Your right to erasure

You have the right to ask for information held about you and your child to be withdrawn. This is called the 'right to erasure' in GDPR. However, if I need to keep information because it is legally required then exceptions to the 'right to erasure' apply. I will make a decision about each erasure request individually – please speak to me for more information.

Document deletion

Information and files held in paper format in relation to children and their families are deleted when no longer required by the relevant statutory framework, NATD or my insurance company.

Files held in paper format are either handed to parents/carers when no longer required or shredded.

For more information please see General Data Protection Regulations policy and Privacy Notice policy.