



DATA PROTECTION POLICY

This is a statement of the Data Protection Policy adopted by Heathfield and Waldron Parish Council.

The Parish Council needs to collect and use certain types of information about people with whom it deals in order to perform its functions. This information includes current, past and prospective employees, suppliers, clients, customers, service users and others with whom it communicates.

The Council is required by law to collect and use certain types of information to fulfil its statutory duties and also to comply with statutory requirements. This personal information must be dealt with properly however it is collected, recorded and used - whether on paper, on a computer, or on other material - and there are safeguards to ensure this in the Data Protection Act 2018 and in the Data (Use and Access) Act 2025.

Personal information must be treated in a lawful and correct manner, which is critical to successful operations and to maintaining confidence between the Council and those with whom we deal. To this end the Council fully endorses and adheres to the data protection principles as contained within the Data Protection Act 2018 and the Data (Use and Access) Act 2025. These acts prohibit the transfer of personal data to countries which do not have an 'adequate level of protection'

The Council will comply with the UK GDPR principles. Personal data shall be:

1. Processed lawfully, fairly and in a transparent manner
2. Collected for specified, explicit and legitimate purposes
3. Adequate, relevant and limited to what is necessary (data minimisation)
4. Accurate and kept up to date
5. Kept for no longer than necessary (storage limitation)
6. Processed securely (integrity and confidentiality)
7. Processed with accountability, ensuring compliance can be demonstrated

Heathfield and Waldron Parish Council will therefore, through appropriate management, and appropriate application of criteria and controls:

- Observe fully, conditions regarding the fair collection and use of information.
- Meet its legal obligations to specify the purposes for which information is used.
- Collect and process appropriate information only to the extent that it is needed to fulfil operational needs or comply with any legal requirements.
- Ensure the quality of information used.

- Apply checks to determine the length of time information is held.
- Ensure that the rights of people, about whom information is held, can be fully exercised under the Act, included the right to be informed that processing is being undertaken, the right of access to personal information, the right to prevent processing in certain circumstances and the right to rectify, block or erase information which is regarded as wrong information.
- Take appropriate technical and organisational security measures to safeguard personal information.
- Ensure that any third-party processors contracted by the Authority adhere to appropriate controls.

In addition, the Parish Council will ensure that:

The Clerk has specific responsibility for data protection in the organisation. Everyone managing and handling personal information understands that they are contractually responsible for following good data protection practice. Documents and any storage media containing input to and output from systems (paper or electronic) detailing personal information will be held, transported and disposed of with due regard to sensitivity. Confidential papers and records which are no longer required will be shredded before being disposed of.

Responsibilities and Roles: In legal terms, the overall responsibility for the notification of the Council as a data controller and for ensuring compliance rests with the Parish Clerk, with legal advice being obtained from the Council's HR consultants as appropriate. It is NOT the responsibility of the Parish Clerk to apply the provisions of the Act. This is the responsibility of the individual collectors, keepers and users of personal data.

The Clerk and Councillors are required to be aware of the provisions of the Data Protection Act 2018 and the Data (Use & Access) Act 2025, such as keeping records up to date and accurate, and its impact on the work they undertake on behalf of the Council. Any breach of the Data Protection Policy, whether deliberate or through negligence, may lead to disciplinary action being taken or even a criminal prosecution.

Data Security: The Clerk and Councillors are responsible for ensuring that:

- Any personal data they hold, whether in electronic or paper format, is kept securely.
- Personal information is not disclosed deliberately or accidentally either orally or in writing to any unauthorised third party.

Subject Access: An individual is entitled, on making a written request, to be supplied with a copy of all, with limited exceptions, information which forms the personal data held about them. A request for subject access must be responded to within 40 days. If it is not, the individual is entitled to complain to the Information Commissioner. All data subject access requests must be referred to the Parish Clerk, who will co-ordinate the processing.

F Chalk
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