



NORK PARK RANGERS FOOTBALL CLUB General Data Protection Regulations 2018

Data Protection Policy

1. About this Policy

- 1.1 The Nork Park Rangers football club, (“we”, “our”, “us”) handle personal data about current, former, and on occasion prospective players and their parents or guardians, volunteers, committee members, other Clubs, Surrey County FA and League members, referees, coaches, managers, contractors, third parties, suppliers, and any other individuals that we communicate with.
- 1.2 In your official capacity with the Club, you may process personal data on our behalf, and we will process personal data about you. We recognise the need to treat all personal data in an appropriate and lawful manner, in accordance with the EU General Data Protection Regulation 2016/679 (**GDPR**).
- 1.3 Correct and lawful treatment of this data will maintain confidence in the Club, and protect the rights of players and any other individuals associated with the Club. This Policy sets out our data protection responsibilities and highlights the obligations of the Club, which means the obligations of our committee, volunteers, members, and any other contractor or legal or natural individual or organisation acting for or on behalf of the Club.
- 1.4 You are obliged to comply with this policy when processing personal data on behalf of the Club, and this policy will help you to understand how to handle personal data.
- 1.5 The Club Executive Committee will be responsible for ensuring compliance with this Policy. Any questions about this Policy or data protection concerns should be referred to the committee.
- 1.6 We process volunteer, member, referee, coach, manager, contractor, committee, supplier and third party personal data for administrative and Club management purposes. Our purpose for holding this personal data is to be able to contact relevant individuals on Club business and our legal basis for processing your personal data in this way is the contractual relationship we have with you. We will keep this data for 24 months after the end of your official relationship with the Club, unless required otherwise by law and / or regulatory requirements. If you do not provide your personal data for this purpose, you will not be able to carry out your role or the obligations of your contract with the Club.
- 1.7 Key definitions under GDPR can be found in Appendix 1

2. **What we need from you**

- 2.1 To assist with our compliance with GDPR we will need you to comply with the terms of this policy. We have set out the key guidance in this section but please do read the full policy carefully.
- 2.2 Please help us to comply with the data protection principles (set out briefly in section 3 of this policy and in further detail below):
- 2.3 Please ensure that you only process data in accordance with our transparent processing as set out in our Privacy notice;
- 2.4 Please only process personal data for the purposes for which we have collected
- 2.5 Please do not ask for further information about players and / or members and / or staff and / or volunteers without first checking with Steve Regan (Club Chairman)
- 2.6 If you are asked to correct an individual's personal data, please make sure that you can identify that individual and, where you have been able to identify them, make the relevant updates on our records and systems;
- 2.7 Please comply with our retention periods listed in our Privacy Notice and make sure that if you still have information which falls outside of those dates, that you delete/destroy it securely;
- 2.8 Please treat all personal data as confidential. If it is stored in electronic format then please consider whether the documents themselves should be password protected or whether your personal computer is password protected and whether you can limit the number of people who have access to the information. Please also consider the security levels of any cloud storage provider (and see below). If it is stored in hard copy format then please make sure it is locked away safely and is not kept in a car overnight or disposed of in a public place;
- 2.9 If you are looking at using a new electronic system for the storage of information, please talk to Brian Brazier first so that we can decide whether such a system is appropriately secure and complies with GDPR;
- 2.10 If you are planning on sharing personal data with anybody new or with a party outside the FA structure then please speak to Steve Regan before doing so who will be able to check that the correct contractual provisions are in place and that we have a lawful basis to share the information;
- 2.11 If you receive a subject access request (or you think somebody is making a subject access request for access to the information we hold on them) then please tell Brian Brazier as soon as possible because we have strict timelines in which to comply.
- 2.12 If you think there has been a data breach (for example you have lost personal data or a personal device which contains personal data or you have been informed that a coach has done so, or you have sent an email and open copied all contacts in) then please speak to Steve Regan who will be able to help you to respond.
- 2.13 If you have any questions at any time then please just ask Steve Regan. We are here to help.

3. **Data protection principles**

- 3.1 Anyone processing personal data must comply with the enforceable principles of data protection. Personal data must be:
 - 3.2 processed lawfully, fairly and in a transparent manner;
 - 3.3 collected for only specified, explicit and legitimate purposes;
 - 3.4 adequate, relevant and limited to what is necessary for the purpose(s) for which it is processed;
 - 3.5 accurate and, where necessary, kept up to date;
 - 3.6 kept in a form which permits identification of individuals for no longer than is necessary for the purpose(s) for which it is processed;
 - 3.7 processed in a manner that ensures its security by appropriate technical and organisational measures to protect against unauthorised or unlawful processing and against accidental loss, destruction or damage;
- 3.8 We are responsible for and must be able to demonstrate compliance with the data protection principles listed above.

4. **Fair and lawful processing**

- 4.1 This Policy aims to ensure that our data processing is done fairly and without adversely affecting the rights of the individual.
- 4.2 Lawful processing means data must be processed on one of the legal bases set out in the GDPR. When special category personal data is being processed, additional conditions must be met.

5. **Processing for limited purposes**

- 5.1 The Club collects and processes personal data. This is data we receive directly from an individual and data we may receive from other sources.
- 5.2 We will only process personal data for the purposes of the Club as instructed by the committee, the County FA or The FA, or as specifically permitted by the GDPR. We will let individuals know what those purposes are when we first collect the data or as soon as possible thereafter.

6. **Consent**

- 6.1 One of the lawful bases on which we may be processing data is the individual's consent.
- 6.2 An individual consents to us processing their personal data if they clearly indicate specific and informed agreement, either by a statement or positive action.
- 6.3 Individuals must be easily able to withdraw their consent at any time and withdrawal must be promptly honoured. Consents should be refreshed every season.
- 6.4 Explicit consent is usually required for automated decision-making and for cross-border data transfers, and for processing special category personal data. Where children are involved then the consent must be in writing from parent/guardian
- 6.5 Where consent is our legal basis for processing, we will need to keep records of when and how this consent was captured.

6.6 Our Privacy Notice sets out the lawful bases on which we process data of our players and members.

7. **Notifying individuals**

7.1 Where we collect personal data directly from individuals, we will inform them about:

7.2 the purpose(s) for which we intend to process that personal data;

7.3 the legal basis on which we are processing that personal data;

7.4 where that legal basis is a legitimate interest, what that legitimate interest is;

7.5 where that legal basis is statutory or contractual, any possible consequences of failing to provide that personal data;

7.6 the types of third parties, if any, with which we will share that personal data, including any international data transfers;

7.7 their rights as data subjects, and how they can limit our use of their personal data;

7.8 the period for which data will be stored and how that period is determined;

7.9 any automated decision-making processing of that data and whether the data may be used for any further processing, and what that further processing is.

7.10 If we receive personal data about an individual from other sources, we will provide the above information as soon as possible and let them know the source we received their personal data from;

7.11 We will also inform those whose personal data we process that we, the Club, are the data controller in regard to that data, and which individual(s) in the Club are responsible for data protection.

8. **Adequate, relevant and non-excessive processing**

8.1 We will only collect personal data that is required for the specific purpose notified to the individual.

8.2 You may only process personal data if required to do so in your official capacity with the Club. You cannot process personal data for any reason unrelated to your duties.

8.3 The Club must ensure that when personal data is no longer needed for specified purposes, it is deleted or anonymised.

9. **Accurate data**

We will ensure that personal data we hold is accurate and kept up to date. We will check the accuracy of any personal data at the point of collection and at the start of each season. We will take all reasonable steps to destroy or amend inaccurate or out-of-date data.

10. **Timely processing**

We will not keep personal data longer than is necessary for the purpose(s) for which they were collected. We will take all reasonable steps to destroy or delete data which is no longer required, as per our Privacy Notice.

11. **Processing in line with data subjects' rights**

- 11.1 As data subjects, all individuals have the right to:
- 11.2 be informed of what personal data is being processed;
- 11.3 request access to any data held about them by a data controller;
- 11.4 object to processing of their data for direct-marketing purposes (including profiling);
- 11.5 ask to have inaccurate or incomplete data rectified;
- 11.6 be forgotten (deletion or removal of personal data);
- 11.7 restrict processing;
- 11.8 data portability; and
- 11.9 not be subject to a decision which is based on automated processing.
- 11.10 The Club is aware that not all individuals' rights are absolute, and any requests regarding the above should be immediately reported to the committee, and if applicable escalated to the Essex County Football Association for guidance.

12. **Data security**

- 12.1 We will take appropriate security measures against unlawful or unauthorised processing of personal data, and against the accidental loss of, or damage to, personal data.
- 12.2 We have proportionate procedures and technology to maintain the security of all personal data.
- 12.3 Personal data will only be transferred to another party to process on our behalf (a **data processor**) where we have a GDPR-compliant written contract in place with that data processor.
- 12.4 We will maintain data security by protecting the confidentiality, integrity and availability of the personal data.
- 12.5 Our security procedures include:
 - 12.5.1 **Entry controls.** Any stranger seen in entry-controlled areas should be reported.
 - 12.5.2 **Secure desks, cabinets and cupboards.** Desks and cupboards should be locked if they hold personal data.
 - 12.5.3 **Methods of disposal.** Paper documents should be shredded. Digital storage devices should be physically destroyed.
 - 12.5.4 **Equipment.** Screens and monitors must not show personal data to passers-by, and should be locked when unattended. Excel spreadsheets will be password protected.
 - 12.5.5 **Personal Devices.** Anyone accessing or processing the Club's personal data on their own device, must have and operate a password only access or similar lock function, and should have appropriate anti-virus protection. These devices must have the

Club's personal data removed prior to being replaced by a new device or prior to such individual ceasing to work with or support the Club.

13. Disclosure and sharing of personal information

13.1 We share personal data with the Surrey County FA and The FA, and with applicable leagues using Whole Game System.

13.2 We may share personal data with third parties or suppliers for the services they provide, and instruct them to process our personal data on our behalf as data processors. Where we share data with third parties, we will ensure we have a compliant written contract in place incorporating the minimum data processor terms as set out in the GDPR, which may be in the form of a supplier's terms of service.

13.3 We may share personal data we hold if we are under a duty to disclose or share an individual's personal data in order to comply with any legal obligation, or in order to enforce or apply any contract with the individual or other agreements; or to protect our rights, property, or safety of our players, other individuals associated with the Club or others.

14. Disclosure and Barring Checks

14.1 The Club only acts as a facilitator in the FA process and does not hold or have knowledge of any results of such checks.

14.2 Decisions made on the results of the checks are made by the FA and the Club has no part in them. The Club does not receive details of the results nor any reasons for a refusal.

14.3 The Club is unable to answer any questions relating to the FA decision process and any queries by an applicant should be addressed to Essex County FA in the first instance.

14.4 The Club Welfare Officer for administrative purposes keeps details of managers, their fan numbers, the dates they achieved their CRC's and when the date they expire.

15. Transferring personal data to a country outside the EEA

We may transfer any personal data we hold to a country outside the European Economic Area (EEA), provided that one of the appropriate safeguards applies.

16. Reporting a personal data breach

16.1 In the case of a breach of personal data, we may need to notify the applicable regulatory body and the individual.

16.2 If you know or suspect that a personal data breach has occurred, inform a member of the committee immediately, who may need to escalate to the Surrey County FA/The FA as appropriate. You should preserve all evidence relating to a potential personal data breach.

17. Dealing with subject access requests

17.1 Individuals may make a formal request for information we hold about them. Anyone who receives such a request should forward it to the board/committee immediately, and where necessary escalated to the Surrey County FA/ The FA for guidance. Nobody should feel bullied or pressured into disclosing personal information.

17.2 When receiving telephone enquiries, we will only disclose personal data if we have checked the caller's identity to make sure they are entitled to it.

18. **Accountability**

18.1 The Club must implement appropriate technical and organisational measures to look after personal data, and is responsible for, and must be able to demonstrate compliance with the data protection principles.

18.2 The Club must have adequate resources and controls in place to ensure and to document GDPR compliance, such as:

18.2.1 providing fair processing notice to individuals at all points of data capture;

18.2.2 training committee and volunteers on the GDPR, and this Data Protection Policy;

18.2.3 and reviewing the privacy measures implemented by the Club.

19. **Changes to this policy**

We reserve the right to change this policy at any time. Where appropriate, we will notify you by email.

Appendix 1

Personal data means data which relate to a living individual who can be identified –

- (a) from those data, or
- (b) from those data and other information which is in the possession of, or is likely to come into the possession of, the data controller,

and includes any expression of opinion about the individual and any indication of the intentions of the data controller or any other person in respect of the individual.

Sensitive personal data means personal data consisting of information as to -

- (a) the racial or ethnic origin of the data subject,
- (b) their political opinions,
- (c) their religious beliefs or other beliefs of a similar nature,
- (d) whether they are a member of a trade union (within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992),
- (e) their physical or mental health or condition,
- (f) their sexual life,
- (g) the commission or alleged commission by him of any offence, or
- (h) any proceedings for any offence committed or alleged to have been committed by him, the disposal of such proceedings or the sentence of any court in such proceedings.

Processing, in relation to information or data, means obtaining, recording or holding the information or data or carrying out any operation or set of operations on the information or data, including –

- (a) organisation, adaptation or alteration of the information or data,
- (b) retrieval, consultation or use of the information or data,
- (c) disclosure of the information or data by transmission, dissemination or otherwise making available, or
- (d) alignment, combination, blocking, erasure or destruction of the information or data.

Data subject means an individual who is the subject of personal data.

Data controller means ... a person who (either alone or jointly or in common with other persons) determines the purposes for which and the manner in which any personal data are, or are to be, processed.

Data processor, in relation to personal data, means any person (other than an employee of the data controller) who processes the data on behalf of the data controller.