



## **Data Protection Policy**

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### **British Educational Research Association**

Company Limited by Guarantee

Company Number 08284220, Registered Charity Number 1150237

Updated June 2018

This data protection policy sets out our commitment to protecting personal data and how we implement that commitment with regards to the collection and use of personal data.

BERA needs to collect and use information about people with whom it works to operate and carry out its function as a business, membership organization and charity. This information may include current, past and prospective members, employees, customers, event delegates and suppliers.

### **Data protection principles**

BERA is committed to processing data in accordance with its responsibilities under the GDPR.

Article 5 of the GDPR requires that personal data shall be:

- a. processed lawfully, fairly and in a transparent manner in relation to individuals;
- b. collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes;
- c. adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed;
- d. accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay;
- e. kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed; personal data may be stored for longer periods insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes subject to implementation of the appropriate technical and organisational measures required by the GDPR in order to safeguard the rights and freedoms of individuals; and
- f. processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures.”

### **2. General provisions**

- a. This policy applies to all personal data processed by BERA.
- b. The BERA Data Protection Officer shall take responsibility for BERA’s ongoing compliance with this policy.
- c. This policy shall be reviewed at least annually.
- d. BERA shall register with the Information Commissioner’s Office as an organisation that processes personal data.

### **3. Lawful, fair and transparent processing**

- a. To ensure its processing of data is lawful, fair and transparent, BERA shall maintain a Register of Systems.
- b. The Register of Systems shall be reviewed at least annually.
- c. Individuals have the right to access their personal data and any such requests made to BERA shall be dealt with in a timely manner.

#### 4. Lawful purposes

- a. All data processed by BERA must be done on one of the following lawful bases: consent, contract, legal obligation, vital interests, public task or legitimate interests
- b. BERA shall note the appropriate lawful basis in the Register of Systems.
- c. Where consent is relied upon as a lawful basis for processing data, evidence of opt-in consent shall be kept with the personal data.
- d. Where communications are sent to individuals based on their consent, the option for the individual to revoke their consent should be clearly available and systems should be in place to ensure such revocation is reflected accurately in BERA's systems.

#### 5. Data minimisation

- a. BERA shall ensure that personal data are adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed.

#### 6. Accuracy

- a. BERA shall take reasonable steps to ensure personal data is accurate.
- b. Where necessary for the lawful basis on which data is processed, steps shall be put in place to ensure that personal data is kept up to date.
- c. All Individuals/Service Users have the right to access the information BERA holds about them. BERA will also take reasonable steps ensure that this information is kept up to date by asking members annually whether there has been any data changes.

#### 7. Archiving / removal

- Information will be stored for only as long as it is needed or required statute and will be disposed of appropriately. Data older than 7 years with no activity will be deleted permanently.

#### 8. Security

- a. BERA shall ensure that personal data is stored securely using modern software that is kept-up-to-date.
- b. Access to personal data shall be limited to personnel who need access and appropriate security should be in place to avoid unauthorised sharing of information.
- c. When personal data is deleted this should be done safely such that the data is irrecoverable.
- d. Appropriate back-up and disaster recovery solutions shall be in place.

#### 9. Breach

In the event of a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data, BERA shall promptly assess the risk to people's rights and freedoms and if appropriate report this breach to the ICO ([more information on the ICO website](#)).

This policy will be updated as necessary to reflect best practice in data management, security and control and to ensure compliance with any changes or amendments made to the GDPR

In case of any queries or questions in relation to this policy please contact the BERA Data Protection Officer: Sarah Fleming, Membership and Engagement Manager, 02076126987, [membership@bera.ac.uk](mailto:membership@bera.ac.uk)