

AP REHABILITATION LIMITED **DATA PROTECTION POLICY**

1. Purpose

1.1 The Data Protection Act 1998 ('the Act') has two principal purposes:

- i) to regulate the use by those (known as data controllers) who obtain, hold and process personal data on living individuals, of those personal data; and
- ii) to provide certain rights (for example, of accessing personal information) to those living individuals (known as data subjects) whose data is held.

1.2 The cornerstones of the Act are the eight data protection principles, which prescribe:

- i) guidelines on the information life-cycle (creation/acquisition; holding; processing; querying, amending, editing; disclosure or transfer to third parties; and destruction ('the life-cycle'));
- ii) the purpose for which data are gathered and held; and
- iii) enshrine rights for data subjects.

The Act applies to AP Rehabilitation Limited (APRL), the Data Controller for the purposes of the Act, and to anyone who holds personal information in a structured way so that retrieval is easy. APRL is fully committed to abiding, not only by the letter, but also by the spirit of the Act, and, in particular, is committed to the observation, wherever possible, of the highest standard of conduct mandated by the Act. This policy has been written to acquaint staff with their duties under the Act and to set out the standards expected by APRL in relation to processing of personal data and safeguarding individuals' rights and freedoms.



2. Staff duties

Employees of APRL are expected to:

- i) acquaint themselves with, and abide by, the Data Protection Principles.
- ii) read and understand this policy document.
- iii) understand how to conform to the standard expected at any stage in the life cycle
- iv) understand how to conform to the standard expected in relation to safeguarding data subjects' rights (e.g. the right to inspect personal data) under the Act.
- v) understand what is meant by 'sensitive personal data', and know how to handle such data; and
- vi) contact the Data Protection Officer if in any doubt, and not to jeopardise individuals' rights or risk a contravention of the Act.

3. The Data Protection Principles

The Data Protection Principles, in summary, are:

1. Personal data shall be processed fairly and lawfully.
2. Personal data shall be obtained only for one or more specified and lawful purposes, and shall not be further processed in any manner incompatible with that purpose or those purposes.
3. Personal data shall be adequate, relevant and not excessive in relation to the purpose or purposes for which they are processed.



4. Personal data shall be accurate and, where necessary, kept up to date.
5. Personal data processed for any purpose or purposes shall not be kept for longer than is necessary for that purpose or those purposes.
6. Personal data shall be processed in accordance with the rights of data subjects under this Act.
7. Appropriate technical and organisational measures shall be taken against unauthorised or unlawful processing of personal data and against accidental loss or destruction of, or damage to, personal data.
8. Personal data shall not be transferred to a country or territory outside the European Economic Area unless that country or territory ensures an adequate level of protection for the rights and freedoms of data subjects in relation to the processing of personal data.

4. Best-practice guidelines for the life-cycle process

4.1 Acquisition of personal data (see Principles 1. 2. 3)

Those wishing to obtain personal data must comply with guidelines issued from time to time by the Data Protection Officer and, in particular, should tell data subjects the purpose(s) for which they are gathering the data, obtain their explicit consent, and inform them that APRL will be the data controller for the purposes of the Act and the identities of any other persons to whom the data may be disclosed. If sensitive personal data are being collected, explicit consent is not only best practice, it is mandatory. No more data should be collected than is necessary for the purpose(s) declared.

4.2 Holding/safeguarding/disposal of personal data (see Principles 4. 5 and 7)

Data should not be held for longer than is necessary. APRL's records management policies should be consulted for guidance on what is necessary for each kind of data. Personal data should be reviewed periodically to check that they are accurate and up to date and to determine whether retention is still necessary.

Adequate measures should be taken to safeguard data so as to prevent loss, destruction or unauthorised disclosure. The more sensitive the data, the greater the measures that need to be taken.

4.3 Processing of personal data (see Principles 1. 2)

In this particular context, 'processing' is used in the narrow sense of editing, amending or querying data. In the context of the Act as a whole, 'processing' is very widely defined to include acquisition, passive holding, disclosure and deletion.

Personal data must not be processed except for the purpose(s) for which they were obtained or for a similar, analogous purpose. If the new purpose is very different, the data subject's consent must be obtained.

4.4 Disclosures and transfers of personal data (see Principles 1. 2. 7. 8)

4.4.1 Disclosures

APRL's policy is to exercise its discretion under the Act to protect the confidentiality of those whose personal data it holds.

- i) Employees of APRL may not disclose any information about other employees or any clients, including information as to whether or not any person is or has been an employee of APRL unless they are clear that they have been given authority by APRL to do so. Particular care should be taken in relation to any posting of personal information on the internet.

- ii) No employee of APRL may provide references to prospective employers or landlords or others without the consent of the individual concerned. It is therefore essential that where APRL is given as a referee, the subject of the reference should provide APRL with the necessary notification and consent.

- iii) No employee may disclose personal data to the police or any other public authority unless that disclosure has been authorised by the APRL's Data Protection Officer.

4.4.2 Transfers

Personal data should not be transferred outside APRL, and in particular not to a country outside the EEA:

- i) except with the data subject's consent; or
- ii) unless that country's data protection laws provide an adequate level of protection; or
- iii) adequate safeguards have been put in place in consultation with the Data Protection officer; or
- iv) in consultation with the Data Protection Officer, it is established that other derogations apply.

4.5 Destruction of personal data (see Principles 5 and 7)

Personal data must not be held for longer than necessary; and when such data have been earmarked for destruction, appropriate measures must be taken to ensure that the data cannot be reconstructed and processed by third parties.

5. Data subjects' rights of access

APRL is fully committed to facilitating access by data subjects ('applicants') to their personal data, while bearing in mind the need to protect other individuals' rights of privacy.

Applicants must submit supporting documentation which establishes that they are the data subject (or where the application is made by a third party on behalf of the data subject which establishes the third party's identity that of the data subject and a form of authority signed by the data subject is produced).

The fee for a subject access request is £25. All subject access requests are to be forwarded to the Data Protection Officer, if they have not already been addressed to him or her.



6. Review

This policy will be reviewed periodically to take account of changes in the law and guidance issued by the Information Commissioner.

7. Data protection contacts

For general enquiries about the APRL's Data Protection Policy and for formal subject access requests under the Act:

Data Protection Officer
AP Rehabilitation Limited
10 Ambassador Place
Stockport Road
Altrincham
Cheshire
WA15 8DB

8. Disciplinary consequences of this policy

Unlawful obtaining or disclosure of personal data (including the transfer of personal data outside the EEA in contravention of paragraph 4.4.2 above) or any other breach of section 55 of the Data Protection Act 1998 by staff or students will be treated seriously by APRL and may lead to disciplinary action up to and including dismissal or expulsion.

AP REHABILITATION LIMITED DATA PROTECTION STATEMENT

APRL will, through appropriate management and the use of strict criteria and controls:-

- Observe fully conditions regarding the fair collection and use of personal information;
- Meet its legal obligations to specify the purpose for which information is used;
- Collect and process appropriate information and only to the extent that it is needed to fulfil operational needs or to comply with any legal requirements;
- Ensure the quality of information used;
- Apply strict checks to determine the length of time information is held;
- Take appropriate technical and organizational security measures to safeguard personal information;
- Ensure that personal information is not transferred abroad without suitable safeguards;
- Ensure that the rights of people about whom the information is held can be fully exercised under the Act.



These include:

- The right to be informed that processing is being undertaken;
- The right of access to one's personal information within the statutory 40 days;
- The right to prevent processing in certain circumstances;
- The right to correct, rectify, block or erase information regarded as wrong information.

In addition, APRL will ensure that:

- There is someone with specific responsibility for data protection in the organization;
- Everyone managing and handling personal information understands that they are contractually responsible for following good data protection practice;
- Everyone managing and handling personal information is appropriately trained to do so;
- Everyone managing and handling personal information is appropriately supervised;
- Anyone wanting to make enquiries about handling personal information, whether a member of staff or a member of the public, knows what to do;
- Queries about handling personal information are promptly and courteously dealt with;
- Methods of handling personal information are regularly assessed and evaluated;
- Performance with handling personal information is regularly assessed and evaluated;
- Data sharing is carried out under a written agreement, setting out the scope and limits of the sharing. Any disclosure of personal data will be in compliance with approved procedures.

