



WESSEX
MULTI-ACADEMY TRUST

CCTV Policy

Adopted By: Board of Trustees

Date: September 2025

Review Date: September 2026

CCTV Policy

Date of Issue:	September 2025
Policy applies to:	All staff and stakeholders in the Wessex Multi-Academy Trust.
Policy Version Number:	1
Purpose of the document:	To manage and regulate the use of the surveillance and CCTV systems in our schools
Summary of the main points:	The document provides: 1. Legal framework 2. Definitions 3. Roles and Responsibilities 4. Purpose 5. Data Protection 6. Protocols 7. Code of Practice 8. Access 9. Monitoring and review
Approved by:	This policy has been approved by the Wessex MAT Board of Trustees
Reviewer:	DPO – Sophia Radford
Summary of amendments:	N.A
Next review due:	September 2026

Contents

Statement of intent

1. Legal framework
2. Definitions
3. Roles and responsibilities
4. Purpose and justification
5. Data Protection
6. Protocols
7. Security
8. Code of practice
9. Access
10. Monitoring and review

Statement of intent

At Wessex Multi Academy Trust, we take our responsibility towards the safety of staff, visitors and pupils very seriously and some schools may use surveillance cameras to monitor any instances of aggression or physical damage to their school and its members.

The purpose of this policy is to manage and regulate the use of the surveillance and CCTV systems at these schools and ensure that:

- They comply with the UK GDPR.
- The images that are captured are useable for the purposes the schools may require them for.
- We reassure those persons whose images are being captured, that the images are being handled in accordance with data protection legislation.

This policy covers the use of surveillance and CCTV systems which capture moving and still images of people who could be identified, as well as information relating to individuals for any of the following purposes:

- Observing what an individual is doing
- Taking action to prevent a crime
- Using images of individuals that could affect their privacy

The surveillance system will be used to:

- Maintain a safe environment.
- Ensure the welfare of pupils, staff and visitors.
- Deter criminal acts against persons and property.
- Assist the police in identifying persons who have committed an offence.

1. Legal framework

1.1. This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Regulation of Investigatory Powers Act 2000
- Protection of Freedoms Act 2012
- The UK General Data Protection Regulation (GDPR)
- Data Protection Act 2018
- Freedom of Information Act 2000
- The Education (Pupil Information) (England) Regulations 2005 (as amended in 2016)
- The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004
- School Standards and Framework Act 1998
- Children Act 1989
- Children Act 2004
- Equality Act 2010

1.2. This policy operates in conjunction with the following statutory and non-statutory guidance:

- Home Office (2021) 'The Surveillance Camera Code of Practice'
- ICO (2021) 'Guide to the UK General Data Protection Regulation (UK GDPR)'
- ICO (2017) 'In the picture: A data protection code of practice for surveillance cameras and personal information'
- ICO (2022) 'Video Surveillance'
- DfE (2022) 'Protection of biometric data of children in schools and colleges This policy operates in conjunction with the following school policies:
- E-Safety Policy
- Freedom of Information Policy
- Data Protection Policy

2. Definitions

2.1. For the purpose of this policy the following definitions are given for the below terms:

- **Surveillance** – monitoring the movements and behaviour of individuals; this can include video, audio or live footage e.g. real-time recordings and live streams. For the purpose of this policy only video and audio footage will be applicable.
- **Overt surveillance** – Surveillance which is clearly visible and signposted around the school and does not fall under the Regulation of Investigatory Powers Act 2000.
- **Covert surveillance** – any use of surveillance which is intentionally not shared with the subjects it is recording. Subjects will not be informed of such surveillance.

2.2. Wessex MAT does not condone the use of covert surveillance when monitoring a school's staff, pupils and/or volunteers. Covert surveillance will only be operable in

extreme circumstances.

3. Roles and responsibilities

3.1. The role of the DPO includes:

- Dealing with freedom of information requests and subject access requests (SARs) in line with legislation, including the Freedom of Information Act 2000.
- Ensuring that all data controllers at the schools handle and process surveillance and CCTV footage in accordance with data protection legislation.
- Ensuring that surveillance and CCTV footage is obtained in line with legal requirements.
- Ensuring consent is clear, positive and unambiguous. Pre-ticked boxes and answers inferred from silence are non-compliant with the UK GDPR.
- Ensuring that surveillance and CCTV footage is destroyed in line with legal requirements when it falls outside of its retention period.
- Keeping comprehensive and accurate records of all data processing activities, including surveillance and CCTV footage, detailing the purpose of the activity and making these records public upon request.
- Informing data subjects of how their data captured in surveillance and CCTV footage will be used by the schools, their rights for the data to be destroyed and the measures implemented by the school to protect individuals' personal information.
- Preparing reports and management information on the school's level of risk related to data protection and processing performance.
- Reporting to the highest management level of the schools, e.g. the governing board.
- Abiding by confidentiality requirements in relation to the duties undertaken while in the role.
- Monitoring the performance of the school's data protection impact assessment (DPIA) and providing advice where requested.
- Presenting reports regarding data processing at the schools to senior leaders and the governing board.

3.2. The school, as the corporate body using the CCTV, is the data controller. The school governance committee therefore has overall responsibility for ensuring that records are maintained, including security and access arrangements in accordance with regulations.

3.3. Each school will appoint a data lead who deals with the day-to-day matters relating to data protection and thus, for the benefit of this policy will act as the data

controller.

3.4. The role of the data controller includes:

- Processing surveillance and CCTV footage legally and fairly.
- Collecting surveillance and CCTV footage for legitimate reasons and ensuring that it is used accordingly.
- Collecting surveillance and CCTV footage that is relevant, adequate and not excessive in relation to the reason for its collection.
- Ensuring that any surveillance and CCTV footage identifying an individual is not kept for longer than is necessary.
- Protecting footage containing personal data against accidental, unlawful destruction, alteration and disclosure – especially when processing over networks.

3.5. The role of the headteacher/head of school includes:

- Meeting with the DPO to decide where CCTV is needed to justify its means.
- Conferring with the DPO with regard to the lawful processing of the surveillance and CCTV footage.
- Reviewing the CCTV Policy to ensure it is compliant with current legislation.
- Monitoring legislation to ensure the school is using surveillance fairly and lawfully.
- Communicating any changes to legislation with all members of staff.

4. Purpose and justification

4.1. The school will only use surveillance cameras for the safety and security of the school and its staff, pupils and visitors.

4.2. Surveillance will be used as a deterrent for violent behaviour and damage to the school.

4.3. The school will only conduct surveillance as a deterrent and under no circumstances will the surveillance and the CCTV cameras be present in school classrooms or any changing facility.

4.4. If the surveillance and CCTV systems fulfil their purpose and are no longer required, the school will deactivate them.

5. Data protection

5.1. Data collected from surveillance and CCTV will be:

- Processed lawfully, as determined by a DPIA, or from advice from the DPO. In less common circumstances, lawful processing will be determined by a legitimate interest's assessment (LIA).
- Processed fairly, in a manner that people would reasonably expect, and taking into account advancements in technology that may not be anticipated by some

people.

- Processed in a transparent manner, meaning that people are informed when their data is being captured.
- Collected for specified and legitimate purposes – data will not be processed further in a manner that is incompatible with the following purposes:
 - Further processing for archiving data in the public interest
 - Scientific or historical research
 - Statistical purposes
- Adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed.
- Accurate and, where necessary, kept up-to-date; every reasonable step will be taken to ensure that personal data that is inaccurate, having regard to the purposes for which they are processed, is erased or rectified without delay.
- Kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data is processed.
- 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.

5.2. The use of surveillance cameras, CCTV, and biometric systems, will be critically analysed using a DPIA, in consultation with the DPO.

5.3. A DPIA will be carried out prior to the installation of any surveillance, CCTV, or biometric system. A DPIA will:

- Describe the nature, scope, context, and purposes of the processing.
- Assess necessity, proportionality, and compliance measures.
- Identify and assess risks to individuals.
- Identify any additional measures to mitigate those risks.

5.4. Sensitive data obtained via biometric technology will be processed via special conditions (listed in Article 9 of the UK GDPR).

5.5. If the DPIA reveals any potential security risks or other data protection issues, the school will ensure they have provisions in place to overcome these issues.

5.6. Where any school identifies a high risk to an individual's interests, and it cannot be overcome, the school will consult the DPO and or the ICO before they use CCTV, and

the school will act on the DPO and or the ICO's advice.

5.7. The school will ensure that the installation of the surveillance and CCTV systems will always justify its means.

5.8. If the use of a surveillance and CCTV system is too privacy intrusive, the school will seek amendments.

5.9. Surveillance and CCTV systems will not be intrusive. Pupils, staff and visitors will be made aware of the following:

- Whenever they are being monitored by a surveillance camera system
- Who is undertaking the activity
- The purpose for which the associated information is being used

5.10. The use of any video conferencing technology will be fair and transparent. Any pupils and staff who are part of any video conference calls will be informed of its purpose, and recording and publication of any video to an indefinite audience will be consented to and will not be used outside of the intended purpose.

6. Protocols

6.1. The school will be registered with the ICO in line with data protection legislation.

6.2. The surveillance system is a closed digital system.

6.3. Warning signs will be placed throughout any school premises where the surveillance system is active, as mandated by the ICO's Code of Practice. Warning signs will be more prominent in areas where surveillance is less expected to be in operation, and when using systems that can capture a large amount of personal data at one time.

6.4. The surveillance system will be designed for maximum effectiveness and efficiency; however, the school cannot guarantee that every incident will be detected or covered and 'blind spots' may exist.

6.5. The surveillance system will not be used to focus on a particular group or individual unless an immediate response to an incident is required.

6.6. The surveillance system will not be trained on private vehicles or property outside the perimeter of the school property.

7. Security

7.1. Access to the surveillance system, software and data will be strictly limited to authorised operators, and will be password protected, and where appropriate, will be encrypted.

7.2. In exceptional cases where large amounts of information need to be collected and retained, the school will consider using cloud storage. This will be secure and only

accessible to authorised individuals.

7.3.Where a school has an authorised CCTV system the operators are:

- Headteacher/Head of School
- Deputy Headteacher
- Assistant Headteacher with pastoral responsibility
- Safeguarding Lead
- Deputy Safeguarding Lead
- Data Protection Officer
- Support Services Manager
- IT Technician

7.4.The main control facility is kept secure and locked when not in use.

7.5.Surveillance and CCTV systems will be tested for security flaws once a month to ensure that they are being properly maintained at all times.

7.6.The DPO and headteacher/head of school will decide when to record footage, e.g. a continuous loop outside the school grounds to deter intruders.

7.7.Staff will be trained in security procedures, and sanctions will be put in place for those who misuse security system information. Staff will be made aware that they could be committing a criminal offence if they do this.

7.8.The ability to produce copies of information will be limited to the appropriate staff.

7.9.Any unnecessary footage captured will be securely deleted from the school's system.

7.10.Each system will have a separate audio and visual system that can be run independently of one another. The school will not record audio unless they have:

- Identified a particular need or issue and can evidence that this need must be addressed by audio recording;
- Considered other less privacy intrusive methods of achieving this need;
- Reviewed the other less privacy intrusive methods and concluded that these will not appropriately address the identified issue and the only way to do so is via the use of audio recording.

7.11.Any cameras that present faults will be repaired immediately as to avoid any risk of a data breach.

8. Code of practice

8.1.The school understands that recording images of identifiable individuals constitutes as processing personal information, so it is done in line with data protection

principles.

- 8.2.** The school will notify all pupils, staff and visitors of the purpose for collecting surveillance data via notice boards and signs.
- 8.3.** CCTV cameras are only placed where they do not intrude on anyone's privacy and are necessary to fulfil their purpose.
- 8.4.** All surveillance footage will be kept for one month for security purposes; the headteacher and the data controller are responsible for keeping the records secure and allowing access.
- 8.5.** The school will have a surveillance system for the purpose of the prevention and detection of crime and the promotion of the health, safety and welfare of staff, pupils and visitors.
- 8.6.** The surveillance and CCTV system will be owned by each school and images from the system are strictly controlled and monitored by authorised personnel only.
- 8.7.** The school will ensure that the surveillance and CCTV system is used to create a safer environment for staff, pupils and visitors to their school, and to ensure that its operation is consistent with the obligations outlined in data protection legislation.

9. Access

- 9.1.** Under the UK GDPR, individuals have the right to obtain confirmation that their personal information is being processed.
- 9.2.** All disks and hard drives containing images belong to, and remain the property of, the individual school.
- 9.3.** Individuals have the right to submit an SAR to gain access to their personal data in order to verify the lawfulness of the processing.
- 9.4.** Individuals have the right to have personal data erased if:
 - The data is no longer necessary for the original purpose it was collected for.
 - They are relying on legitimate interests as a basis for processing, the individual objects to the processing of their data, and there is no overriding legitimate interest to continue the processing.
 - The data has been processed unlawfully.
 - There is a specific legal obligation.
- 9.5.** There are certain exceptions where the right to erasure cannot be exercised, these include, but are not limited to:
 - Where the processing is needed for the performance of a task in the public interest or an official authority.
 - Certain research activities.
 - Compliance with a specific legal obligation.
- 9.6.** As an alternative to the right of erasure, individuals can limit the way their data is used if they have issues with the content of the data held by the school or they

object to way it was processed.

9.7.Data can be restricted by either:

- Moving the data to another processing system.
- Making the data unavailable to users.
- Temporarily removing published data from a website.

9.8.The school will verify the identity of the person making the request before any information is supplied.

9.9. It is important that access to, and disclosure of, the images recorded by surveillance and CCTV footage is restricted and carefully controlled, not only to ensure that the rights of individuals are preserved, but also to ensure that the chain of evidence remains intact, should the images be required for evidential purposes.

9.10.Where data requests contain the personal data of a separate individual, the rights and freedoms of others will be protected by asking for their consent or removing specific footage where appropriate.

9.11.Releasing the recorded images to third parties will be permitted only in the following limited and prescribed circumstances, and to the extent required or permitted by law:

- The police – where the images recorded would assist in a specific criminal inquiry
- Prosecution agencies – such as the Crown Prosecution Service (CPS)
- Relevant legal representatives – such as lawyers and barristers
- Persons who have been recorded and whose images have been retained where disclosure is required by virtue of data protection legislation and the Freedom of Information Act 2000

9.12.Requests for access or disclosure will be recorded and the headteacher will make the final decision as to whether recorded images may be released to persons other than the police.

10. Monitoring and review

10.1.This policy will be monitored and reviewed on an annual basis by the Wessex MAT.

10.2.The headteacher/head of any school implementing a CCTV system will be responsible for monitoring any changes to legislation that may affect this policy, and will notify the DPO and make the appropriate changes accordingly.

10.3.The headteacher/head of school of any school implementing a CCTV system will communicate changes to this policy to all members of staff when required.