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## Data Protection Policy - Volunteers

### 1. Purpose and Scope

This policy is designed to enable volunteers of Cranfield Trust (the “Trust”) to comply with the law and follow good practice in respect of the data they may hold or process about individuals in relation to the Trust’s activities with charity clients and their staff, volunteers and workers as well as other confidential information.

This policy applies to “Personal Data” and “Confidential Data”.

“Personal Data” is “any information relating to an identified or identifiable natural person” (the “Data Subject”) as defined by the General Data Protection Regulation 2016/679 (“GDPR”) and for the purposes of the UK Data Protection Act 2018 (together, “Data Protection Law”). The Trust is a **Data Controller** for the purposes of Data Protection Law in relation to Personal Data.

“Confidential Data” can include data which does not identify individuals, but which may identify an organisation, or is of a sensitive or confidential nature to the charity client or business with which the Trust conducts its activities. This may include business plans, proposals, financial information, forms, diagrams or templates.

Any staff or volunteers acting under the auspices of the Trust must abide by the Trust’s policies and processes in relation to both Personal Data and Confidential Data.

### 2. Data Sharing / Non-Disclosure Agreements

Both the client charity and the Trust are Data Controllers for the purposes of Data Protection Law in relation to Personal Data. This means that the client charity has a responsibility for notifying (and in some cases gaining consent from) its Data Subjects before sharing Personal Data with the Trust. The Terms relating to data sharing between the Trust and the client charity are set out in the Data Sharing Agreement.


The client charity may wish to enter into a Non-Disclosure (NDA) or Confidentiality Agreement with the Trust in relation to the activity, and in most cases this will cover the support provided to the client charity by the Trust’s volunteer or staff member, since the client charity ‘contracts’ directly with the Trust. In some cases, the client charity may insist on the volunteer signing an NDA with the client charity directly. The Trust is able to provide a template NDA if required. If you have any questions about this, please contact the Trust’s Head of Finance, Administration and Control (details below).

### 3. Lawful Purposes

The lawful purposes for which the Trust collects, holds and processes Personal Data are set out in the Trust’s [privacy notices](#) which are specific to the various stakeholder groups with which the Trust interacts, and in particular:

- Charity Clients (HRNet)
- Charity Clients (Other Services)

The Trust’s Legitimacy Impact Statement sets out the key legal bases for processing of Personal Data in relation to different types of stakeholder.

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### 4. Principles of Data Protection

The Trust has a responsibility to comply with the requirements of Data Protection Law which sets out the following **seven principles of data protection**:


1. **Lawfulness, fairness and transparency** – Personal Data must be processed lawfully, fairly and in a transparent manner;
2. **Purpose limitation** – Personal Data must be 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;
3. **Data minimisation** – Personal Data must be adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed. Wherever possible your activities for the Trust should be carried out without the recording of Personal Data;
4. **Accuracy** – Personal Data must be 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;
5. **Storage limitation** – Personal Data must be 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;
6. **Integrity and confidentiality (security)** – Personal Data must be 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;
7. **Accountability** – the Trust is responsible for, and must be able to demonstrate compliance with Data Protection Law.

### 5. Key Responsibilities

The Trust's Board of Trustees has overall responsibility for ensuring compliance with the Trust's legal obligations as the Data Controller. The setting and review of policies, including Data Protection, is delegated to the Audit and Risk Committee (ARC). Day to day responsibility for data protection rests with the Head of Finance, Administration and Control (Head of FAC).

All volunteers are required to comply with any policies and procedures that relate to Personal Data they may handle in the course of their activities. In practice this will mean that at all stages in the processing of Personal Data, Personal Data is:

- handled responsibly
- never left unattended in areas accessible by members of the public

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- never shared with stakeholders without appropriate permissions
- kept up to date as far as possible
- adequately protected when in transit
- securely stored at a private residence or office
- not duplicated or shared unless absolutely necessary
- not retained for longer than necessary or deleted or returned at the end of an assignment project

### 6. Code of Conduct


Volunteers should act in the best interests of the Trust at all times. As representatives of the Trust, volunteers are required to adhere to the following general principles:

- **Confidentiality** - personal details of individuals, confidential business relationships, activities and other confidential matters should not be disclosed to other clients, third parties, staff or volunteers without appropriate permissions (see below). Volunteers should abide by this principle in all environments in which they operate in connection with their works associated with the Trust, including relationships formed through social networking and similar media. This also applies to data held in any format, including on personal mobile communications devices.
- **Integrity** – volunteers should be aware that they represent the Trust in all forms of business communication, be it with the Trust’s colleagues, clients or other contacts. As such, everyone should seek to communicate in a clear, professional and courteous manner.
- **Professionalism** – volunteers must make every effort to separate private opinions from the professional opinions of the Trust, and to make it clear that a personal opinion is being expressed, rather than a formal opinion of the Trust. For example, this could come about when referring to the Trust’s activities using a private social media account such as Twitter

All conduct should be in accordance with this policy and the requirements of Data Protection Law and Privacy and Electronic Communications Regulations (EC Directive) (2003) (PECR) in respect of the handling of personal information.

As a general rule, all staff members of the Trust have appropriate access to personal data via the Trust’s systems, and appropriate clearance in processing personal data, but it should be presumed that clients, volunteers or third parties do not. If in doubt, check with your primary contact at the Trust or with the Head of Finance, Administration and Control (details below).

### 7. Data Processing and Controls

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The following types of data are representative of the data that may be held or processed by volunteers in the course of their activities for the Trust:

| <b>Personal Data</b>                   |  |
|--|--|
| 'Case Notes'                           | Handwritten or electronic records of telephone conversations which identify individuals in relation to charity clients, ie name of individuals, the charity's name, email addresses, telephone numbers etc.  |
| Email / SMS                            | Email addresses and names of individual recipients and their association with a charity, ie clearly identifiable within the email addresses used.<br><br>Named individuals and their associated data (eg job title, date of birth etc) from the body of an email conversation.<br><br>Email attachments which may identify individuals as above.<br><br>Name and telephone number forming part of an SMS conversation. |
| Documents                              | Any other documents or correspondence containing data which identifies individuals and their characteristics.  |
| Online information and advice services | A question and answer thread and associated case notes, documents and correspondence recorded on the Trust's secure CRM system. Volunteers do not have access to this system, but 'case notes' from their interaction with charity clients can form part of the information and advice record.   |
| <b>Confidential Data</b>               |  |
| Documents                              | Documents such as policies, proposals, forms, templates, diagrams, financial information and other correspondence which do not identify individuals but which may be sensitive or confidential to the charity client to which they relate.<br><br>Care should also be taken to protect and respect copyright and intellectual property when handling any information provided by the client.                           |


When handling any of the above types of data in the course of your activities with charity clients, you should be aware of your responsibilities under section 4 above, and follow these general 'DOs and DON'Ts':

| <b>DO</b>  | <b>DON'T</b>  |
|--|---|
| Use Personal Data only for the purpose for which it was communicated to you.   | Use Personal Data for any other purpose beyond the support you provide through the Trust. |
| Limit the amount of Personal Data which you process to the bare minimum. If you can carry out your activities without referring to identified or identifiable individuals, you should do so. Do ask the client charity to anonymise or pseudonymise information wherever possible before sharing with you. | Refer to identified or identifiable individuals unnecessarily.                            |
| <b>DO</b>  | <b>DON'T</b>  |

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| <p>Think about what email or cloud storage system you use – check where the data is held or backed up.</p> <p>The Frequently Asked Questions (Data Protection) document provides some additional guidance and helpful links in relation to cloud storage.</p>  | <p>As far as possible, don't store Personal Data or Confidential Data of the Trust on servers located outside the European Economic Area (EEA).</p>   |
| <p>Use a privately owned computer or phone and your own storage devices to which other people don't have access.</p>   | <p>As far as possible, don't use a shared device or an unprotected network.</p>   |
| <p>Password-protect your systems with a strong password.</p>   | <p>Allow other people (colleagues or family members) access to your systems or storage containing the Trust's data. Don't share your password.</p>  |
| <p>Keep physical and electronic files secure whilst 'at rest' and 'in transit'. Consider locked storage, a locked briefcase or a locked office wherever possible.</p>  | <p>Don't leave files containing Personal Data unattended.</p>   |
| <p>Access files and emails, and hold telephone conversations within a private and secure environment.</p> <p>The Frequently Asked Questions (Data Protection) document provides some additional guidance and helpful links in relation to Virtual Private Networks (VPNs).</p>   | <p>As far as possible, don't access files, emails or hold sensitive telephone conversations in public places such as cafes or using public WiFi.</p>  |
| <p>Make sure your system is protected with controls such as anti-virus, anti-malware, anti-spam etc and that these products are kept up to date.</p>   | <p>Don't use any system if you are unsure about the adequacy of its controls, eg up-to-date anti-virus, anti-malware software etc.</p>  |
| <p>Forward key documentation in relation to your engagement (eg case notes, records and emails) to your principal contact at the Trust (eg HRNet Coordinator or Project Manager) so that these can be stored securely on the Trust's CRM system. Send any documentation containing Personal Data using secure means (eg using encrypted email or password protected attachments). Passwords should be communicated through a separate message.</p> | <p>Keep a copy of case notes, records and emails after they have been forwarded to the Trust at the end of the engagement. You may retain key documents which provide a record of the substance of the advice provided, and which do not identify individuals. You should destroy any other general communications or documentation that does not form part of the advice or guidance provided and which contain Personal Data.</p> |
| <p>Securely destroy case notes, files and emails once you have forwarded them to your principal contact at the Trust. Consider the use of a secure shredding device.</p>   | <p>Dispose of case notes, files and emails in an unsecure manner.</p>   |

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| Keep the details of your interactions and conversations with clients private, in particular where the identity of individuals is concerned.  | Share private details of individuals with non- Trust colleagues or family members or with individuals within the Trust who do not have a need to know.                                 |
| Check that your information is up to date, eg the email address of a contact to ensure that the correct recipients are contacted or sent information.  | Keep hold of contact information, eg email address or phone number for any longer than is necessary. Always check with your Trust contacts if you need up to date contact information. |
| Always check the recipient's email address before sending, and take care when using 'autocomplete' settings for the 'To' fields in emails, especially when the intended recipient has the same name as another address book contact. | Release an email when you are at all unsure about the recipient's email address, or there is a suspicion that an unauthorised colleague can access the recipient's emails.             |

### 8. 'Remote' contact, data protection and safeguarding

Section 8.2.3 of the Trust's Safeguarding Policy contains guidance on data protection, confidentiality and safeguarding considerations when conducting 'remote' (online) meetings with charity clients. You should ensure that you have read this guidance and are aware of some of the potential risks associated with conducting remote meetings, either by videoconference or voice-only calls.

### 9. Retention Periods

Any case notes, documents, emails and so on relating to any Trust assignment or engagement should be forwarded (in a convenient timeframe after the end of your engagement with the client) to the appropriate staff at the Trust for uploading to the secure CRM system. Any case notes, documents or emails containing Personal Data should be deleted after they have been forwarded to the appropriate member of staff at the Trust. No other record of any Personal Data contained in those documents should be retained. You may retain a record of the substance of the advice provided, as long as it does not contain any Personal Data or allow any individual to be identified.


If you need to retain case notes, documents, emails and so on, Personal Data must be removed. You must not dispose of any Personal Data or Confidential Data using general household waste or recycling.

An exception to the above may arise when you wish to retain contact with the charity in your personal capacity beyond the engagement under the auspices of the Trust. In this situation, you would become a Data Controller in your own capacity, and you should seek the consent of the individual Data Subjects (eg a contact at the client charity) before processing or retaining their data.

### 10. Data Incidents and Breaches

All volunteers who manage or control data have a responsibility under Data Protection Law to ensure appropriate and proportionate security of the Personal Data they hold. Any misuse of data will be fully investigated and could result in the termination of the Trust's relationship with you or legal action if the incident is sufficiently serious.

Information is considered **lost** whenever:

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- it cannot be physically produced or its disposal accounted for after reasonable steps have been taken to locate it;
- it is reasonably presumed to have been destroyed by fire, flood or other natural means, by accident.

Information is to be presumed **compromised** whenever:

- an unauthorised person has had access to all or part of the information, for example where confidential information has been put in the waste paper bin rather than confidential waste;
- material is lost in circumstances where an unauthorised person may have access to it, for example where a laptop has been lost in a public area or when a set of keys to locked storage are mislaid

A **breach** of security occurs where information, has been put at risk. The list below is not exhaustive but examples include:


- Loss of information.
- Compromise of information.
- Failure to immediately report the loss or compromise of information.
- Unauthorised removal of information from an approved or authorised location.
- Incorrect transmission of information where neither loss nor compromise has occurred.
- Unauthorised or deliberate disclosure of personal or Confidential Data.
- Loss or misplacement of keys or entry codes to locked storage or restricted areas.
- Information missing in the post or from a fax transmission.
- Theft of a computer, laptop or memory stick containing Personal Data
- Loss of a mobile phone containing Personal Data.
- Leaving manual records such as files or a laptop containing personal information on a train or in any non-secure environment.

It is very important that any breach of security is reported without delay in order for remedial action to be taken if necessary and to comply with legal obligations such as data breach notifications under Data Protection Law. In the first instance, a breach of security should be reported immediately to your primary contact (Project Manager or HRNet Coordinator) who in turn will report the breach to James Lennard (Head of FAC) to be logged, assessed and investigated.

A security incident notification should include:

- The type of information and number of records
- The circumstances of the loss / release / corruption
- Action taken to minimise / mitigate effect on individuals and whether they have been informed
- Details of how the breach is being investigated
- Whether any other regulatory body or contractor has been informed and their response
- Remedial action taken to prevent future occurrence

The Head of FAC will coordinate an investigation and create a detailed breach incident report and discuss with the Trust's CEO to mitigate organisation-wide breaches of a similar nature and to instigate any possible solutions for the breach. The incident will be logged in a Breach / Incident Log.


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Dependent on the seriousness and circumstances the breach may be reported to the Trust's Board and then to the Information Commissioner's Office and in some cases to Data Subjects.

Under no circumstances should any security breach/incident be reported to the Information Commissioners Office or any other third party (i.e. the press) without obtaining prior authority from the Trust.



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### Declaration – Volunteers Working on Trust Assignments

By accepting this assignment on behalf of the Trust, volunteers acknowledge that the Trust is a data controller for the purposes of data protection legislation and in continuing in that function they agree to abide by the terms of the Trust’s Data Protection Policy for volunteers (version 8, dated 08/06/2021).

I have read and understood and will abide by the Trust’s Data Protection Policy for volunteers (version 8, dated 08/06/2021). In particular, I commit to the following:

- I will handle any data which identifies individuals or is of a sensitive or confidential nature with due responsibility and with regard to principles of information and systems security in accordance with this policy;
- I will only use Personal Data for the purpose for which it has been provided to me;
- I will not share or disclose Personal Data or Confidential Data to unauthorised recipients, including telephone conversations of a confidential or sensitive nature;
- I have forwarded all relevant electronic data (eg ‘case notes’) and documentation in relation to my prior assignments to the Trust’s staff for secure processing and retention via the Trust’s CRM system and commit to forward all relevant data for ongoing assignments in the same manner; in addition to my obligations set out above, I undertake to securely destroy all other data and information (physical or electronic) in my possession related to this project at the end of the relevant retention period;
- I have destroyed all copies of such case notes and documentation in relation to prior assignments, and I undertake to confirm in writing that all relevant data will be destroyed at the conclusion of each ongoing assignment;
- I will not keep other Personal Data beyond the relevant retention period, including individual contact details such as email addresses and telephone numbers, without the express consent of the individual concerned;
- I will report any breach of security to my Primary Contact immediately, including where any systems have been compromised or attacked by viruses or malware, or an email has been sent to the wrong recipient;
- I will have due regard for copyright, confidentiality or intellectual property provisions as required by the client and will make my Primary Contact aware of any additional requirements communicated to me by the client;
- I will conduct my activities in a professional manner and I am aware that any deliberate or reckless disregard for guidance issued by the Trust may invalidate the Trust’s professional indemnity insurance provisions in relation to volunteer assignments. A severe breach or compromise of data may result in the termination of my engagement with the Trust and the pursuance of legal action against me.

If you have any questions in relation to this policy, please contact James Lennard, Head of Finance, Administration & Control ([mydata@cranfieldtrust.org](mailto:mydata@cranfieldtrust.org)).