



RIKKYO SCHOOL PRIVACY NOTICE

This policy applies to the whole school

The Policy is available to the school staff via [Staff Share](#)

We have a whole school approach to safeguarding, which is the golden thread that runs throughout every aspect of the school. All our school policies support our approach to safeguarding (child protection). Our fundamental priority is our children and their wellbeing; this is first and foremost.

Scope: All who work, volunteer or supply services to our school have an equal responsibility to understand and implement this policy and its procedures both within and outside of normal school hours, including activities away from school. All new employees and volunteers are required to state that they have read, understood and will abide by this policy and its procedural documents and confirm this by signing the *Policies Register*.

Legal Status: Complies with The Education (Independent School Standards) (England) Regulations and the National Minimum Standards (NMS) for Boarding Schools, currently in force.

Monitoring and Review: The text of this policy is necessary and proportionate to meet the needs of Rikkyo School, supporting the staff who work with our pupils, making clearer the responsibilities of school staff, volunteers, proprietor and the Board of Governors. These arrangements are subject to continuous monitoring, refinement, and audit by the Headmaster. The Board of Governors will undertake a full annual review of this document, inclusive of its implementation and the efficiency with which the related duties have been implemented. This review will be formally documented in writing. Any deficiencies or weaknesses recognised in arrangements or procedures will be remedied immediately and without delay. All staff will be informed of the updated/reviewed arrangements and it will be made available to them in writing or electronically.

Signed:

Policy Agreed: September 2024
Date Published: September 2025
Next Review: September 2026

岡野 透
Dr T Okano
Headmaster

J N Pratten
Mr J N Pratten
Chairman

Who we are:

We are Rikkyo School in England operating as a Charitable Trust. Our charity registration number is 306987 and our registered office is at Rikkyo School in England, Guildford Road, Rudgwick, West Sussex RH12 3BE

What this Privacy Notice is for:

This Privacy Notice is intended to provide information about how the School will collect, use and hold (or “process”) personal data about individuals including: current, past and prospective students; and their parents, carers or guardians (referred to in this policy as “parents”).

This makes the School a data controller of your personal information and this information is provided because data protection law gives individual rights to understand how their data is processed, and this Privacy Notice sets out how we will use that information and what your rights are in respect of the data we hold about you.

This Privacy Notice applies alongside any other information the School may provide about a particular use of personal data, for example when collecting data via an online or paper form.

This Privacy Notice also applies in addition to the School's other relevant terms and conditions and policies, including :

- any contract between the School and the parents of pupils;
- the School's policy on taking, storing and using images of children;
- the School's CCTV and/or biometrics policy;
- the School's retention of records policy;
- the School's safeguarding, pastoral, or health and safety policies, including as to how concerns or incidents are recorded; and
- the School's IT policies, including its Acceptable Use Policy, Social Media Policy, Online Safety Policy, Email Policy, WiFi Policy, Remote Working Policy and Bring Your Own Device (BYOD) Policy.

Responsibility for Data Protection

The School has appointed the school bursar as Data Protection Officer ("PDO") who will deal with your requests and enquiries concerning the School's processing of your personal data see section on "Your Rights" below) and endeavour to ensure that all personal data is processed in compliance with this policy and data protection law. You can contact the school bursar using these details: bursar@rikkyo.co.uk.

Why the School needs to process Personal Data

In order to carry out our duties to staff, pupils and parents, the School needs to process a wide range of personal data about our community as part of our daily operations.

Some of this activity the School will need to carry out in order to fulfil our legal rights, duties or obligations – including those under a contract with our staff, or parents of our pupils.

Other uses of personal data will be made in accordance with the School's legitimate interests, or the legitimate interests of another =, provided that these are not outweighed by the impact on individuals, and provided it does not involve special or sensitive types of data.

- The School expects that the following uses will fall within that category of our (or our community's) "legitimate interests": for the purposes of pupil selection, to confirm the identity of prospective pupils and their parents, and retain a record (if appropriate) for the purposes of future applications or openings;
- to carry out credit, identify and source of funds checks, whether with previous schools and/or third party sources or service providers, including for the purposes of verifying that parents are not subject to (or within the purview of) sanctions;
- to provide education services (including musical education, physical training or spiritual development, career services, and extra-curricular activities to pupils), and monitoring pupils' progress and educational needs, including where such services are provided remotely, (either temporarily or permanently);
- to report to and liaise with parents about their child's progress, welfare and development including by way of regular reports and parents evenings;
- to organise and manage meetings, events and social engagement for pupils and parents;
- to maintain relationships with alumni and the School community, including by direct marketing or fundraising activity
- for the purposes of donor due diligence, and to confirm the identity of prospective donors and their background and relative interests;
- for the purposes of management planning and forecasting, research and statistical analysis, including that imposed or provided for by law (such as tax, diversity or gender pay gap analysis);
- to enable relevant authorities to monitor the School's performance and to intervene or assist with incidents as appropriate;
- to give and receive information and references about past and current pupils, including relating to outstanding fees or payment history, to/from any educational institution that the pupil attended or where it is proposed they attend; and to provide references to potential employers of past pupils;
- to enable pupils to take part in national or other assessments, and to publish the results of public examinations or other achievements of pupils of the school;
- to safeguard pupils' health and welfare and provide appropriate pastoral care (including following the requirements and recommendations of the government's guidance on Keeping Children Safe in Education (KCSIE);

Rikkyo School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.

- to monitor (as appropriate) use of the School's IT and communications systems in accordance with the School's Acceptable Use Policy;
- to make use of photographic images of pupils in School publications, on the School website and (where appropriate) on the School's social media channels in accordance with the School's policy on taking, storing and using images of children;
- for security purposes, including biometrics and CCTV in accordance with the School's CCTV policy;
- for the prevention and detection of crime, and in order to assist with investigations (including criminal investigations) carried out by the police and other competent authorities;
- for regulatory record keeping/compliance purposes in respect of immigration requirements, as an employer and/or visa sponsor;
- To carry out or cooperate with any School or external complaints, disciplinary or investigation process;
- To promote the School to prospective parents and pupils; and
- Where otherwise reasonably necessary for the School's purposes, including to obtain appropriate professional advice and insurance for the school.

In addition, the School will on occasion need to process **special category personal data** (concerning health, ethnicity, religion, biometrics or sexual life) or criminal records such as when carrying out DBS checks in accordance with rights or duties imposed on us by law, including as regards safeguarding, or from time to time by explicit consent where required. These reasons will include:

- to safeguard pupils' welfare and provide appropriate pastoral (and where necessary, medical) care, and to take appropriate action in the event of an emergency, incident or accident, including by disclosing details of a pupils/individuals health/medical condition or other relevant information where it is in the pupil/individuals interests to do so: for example for emergency medical care, to arrange the assessment and diagnosis of a pupil's health and medical conditions and special educational needs, for social protection, safeguarding, and cooperation with police or social services, for insurance purposes or to caterers or organisers of school trips who need to be made aware of dietary or medical needs;
- to comply with public health requirements;
- to provide educational services in the context of making reasonable adjustments for a pupil's disability and/or any. Special educational needs of a pupil;
- to provide spiritual education in the context of any religious beliefs;
- to run any of our systems that operate on biometric data, such as for security and other forms of pupil identification (lockers, lunch etc),
- as part of any School or external complaints; disciplinary or investigation process that involves such data, for example if there are any SEND, health or safeguarding elements; or
- for legal and regulatory purposes (for example child protection, diversity monitoring, health and safety and immigration/visa sponsorship compliance) and to comply with its legal obligations and duties of care.

Types of Personal Data processed by the School

This will include by way of example:

- names, addresses, telephone numbers, e-mail addresses and other contact details;
- car details (about those who use our car parking facilities);
- biometric information, which will be collected and used by the school in accordance with the school's biometrics policy;
- bank details and other financial information, which will be collected and used by the school in accordance with the school's biometrics policy;
- past, present and prospective pupils' academic, disciplinary, admissions, safeguarding and attendance records, and examination scripts and marks;
- nationality and other immigration status information (eg right to enter, live and work/study in the United Kingdom), including copies of passport information;
- information about pupils' health and medical conditions, special educational needs and family circumstance/living arrangements;
- contact details for next of kin;
- references given or received by the School about pupils, and relevant information provided by previous educational establishments and/or other professionals or organisations working with pupils;
- correspondence with and concerning pupils and parents (past and present); and
- images of pupils (and occasionally other individuals) engaging in School activities and images captured by the school's CCTV system (in accordance with the school's policy on taking, storing and using images of children).

How the School collects Data

Generally, the School receives personal data from the individual directly (including, in the case of pupils, from their parents). This may be via a form, or simply in the ordinary course of interaction or communication (such as email or written assessments).

However in some cases personal data will be supplied by third parties (for example another school, or other professionals or authorities, or third party service providers who credit and identity check parents and their source or funds); or collected from publicly available resources.

Who has access to Personal Data and who the School shares it with

Processing by third parties. For the most part, personal data collected by the School will remain within the School and will be processed by appropriate individuals only in accordance with access protocols (i.e. on a 'need to know' basis). However, some functions are outsourced including accounting, IT, cloud storage/records management, monitoring, mailing. In accordance with data protection law, this type of external data processing is always subject to contractual assurances that personal data will be kept securely and used only in accordance with the school's specific directions.

Data sharing. Occasionally, the School – including its Japanese Board of Trustees, the UK Board of Governors, and Anglo Japanese Executive Committee – will need to share personal information relating to its community of pupils and parents with third parties, such as:

- appropriate contractors, such as visiting music teachers;
- professional advisers (e.g. lawyers, insurers, PR advisers and accountants);
- examination boards;
- Stage 3 complaints panels, which may include independent panel members such as when a complaint is raised (and in accordance with the School Complaints Procedure, this requires the involvement of independent panel members);
- third parties and their advisers in the event of a possible or actual sale, merger or other restructuring of the school;
- government authorities (e.g. HMRC, DfE, CAF/CASS, police, Home Office, a relevant public health/NHS body and/or local authority and/or appropriate regulatory bodies e.g. the Teaching Regulation Agency, the Independent Schools Inspectorate, the Charity Commission, etc);
- if you are a parent and a member of the Parent Teacher Association ("PTA"), the School may share by emailing the Chair of the Parents' Association your contact details with the PTA. The PTA is a separate data controller, and the School is not responsible for the PTA's processing of personal data;
- Any data relating to alumni will be held in both Japan and the UK and will be subject the privacy laws of each country.

Access to, and Sharing of, Sensitive Data

Particularly strict rules of access apply in the context of "special category" data, most notably:

- health and medical/special needs records; and
- pastoral or safeguarding files.

Medical/health data. The School needs to process such information to comply with statutory duties and to keep pupils and others safe, but the School will ensure only authorised staff can access information on a need-to-know basis. This may include wider dissemination if needed for School trips or for catering purposes. Express consent will be sought where appropriate. However, a certain amount of any relevant information will need to be provided to staff more widely in the context of providing the necessary care and education that the student requires.

Safeguarding data. The School is under duties imposed by law and statutory guidance (including Keeping Children Safe in Education or 'KCSIE') to record or report incidents and concerns that arise or are reported to it, in some cases regardless of whether they are proven, if they meet a certain threshold of seriousness in their nature or regularity. This is likely to include notes on personnel or safeguarding files, low-level concerns records kept about adults (which may include references to pupils or family members), and in some cases referrals to relevant authorities such as the LADO, Children's Services, CAMHS or the police.

KCSIE also requires that, whenever a child leaves the School to join another school or college, his or her child protection file is promptly provided to the new organisation, along with any other information which the School's Designated Safeguarding Lead considers material to the ongoing care needs of any pupil. Where appropriate, the School will consult with parents as to how these needs are best served, but ultimately the decision as to what information is necessary to share with the new school or college is a safeguarding

question that must be reserved to the School. The School will retain a copy of the child protection file in accordance with its retention policy for material related to safeguarding matters.

For further information about this, please view the School's Safeguarding Policies.

How long we keep personal data

The School will retain personal data securely and only in line with how long it is necessary to keep for a legitimate and lawful reason. Typically, the legal recommendation for how long to keep ordinary parent and pupil files is up to 7 years following departure from the School. However, incident reports and safeguarding files will need to be kept much longer, in accordance with specific legal requirements.

If you have any specific queries about how our retention policy is applied or wish to request that personal data that you no longer believe to be relevant is considered for erasure, please contact the school bursar bursar@rikkyo.co.uk. However, please bear in mind that the School will often have lawful and necessary reasons to hold on to some personal data even following such request.

A limited and reasonable amount of information will be kept for archiving purposes, for example, and even where you have requested we no longer keep in touch with you, we will need to keep a record of the fact in order to fulfil your wishes (called a "suppression record").

Keeping in Touch and Supporting the School

The School and/or any relevant other organisation, e.g. alumni/development will use the contact details of parents, alumni and other members of the school community to keep them updated about the activities of the School, or alumni and parent events of interest, including by sending updates and newsletters, by email and by post. Unless the relevant individual objects, the School will also:

- share personal data about parents and/or alumni, as appropriate, with organisations set up to help establish and maintain relationships with the school community, such as the Parents Association and Alumni both of which are based in Japan and subject to the Japanese privacy regulations;
- contact parents and/or alumni, including via the organisations above, by post and email in order to promote and raise funds for the school, and where appropriate, other worthy causes;
- collect information from publicly available sources about parents' and former pupils' occupation and activities, in order to maximise the school's fundraising potential.

Should you wish to limit or object to any such use, or would like further information about them, please contact the Director of Operations in writing. You always have the right to withdraw consent, when given, or otherwise object to direct marketing or fundraising. However, the School is nonetheless likely to retain some of your details (not least to ensure that no more communications are sent to that particular address, email or telephone number).

Your Rights

You have the following rights:

- to obtain access to, and copies of, the personal data that we hold about you;
- to require us to correct the personal data we hold about you if it is incorrect;
- to require us (in certain circumstances) to erase your personal data;
- to request that we restrict your data processing activities (and, where our processing is based on your consent, you may withdraw that consent, without affecting the lawfulness of our processing based on consent before its withdrawal);
- to receive from us the personal data we hold about you which you have provided to us, in a reasonable format specified by you, including for the purpose of you transmitting that personal data to another data controller;
- to object, on grounds relating to your particular situation, to any of our particular processing activities where you feel this has a disproportionate impact on your rights.

Please note that the above rights are not absolute, and we may be entitled to refuse requests where exceptions apply. The School will endeavour to respond to any such requests as soon as is reasonably practicable and in any event within statutory time-limits (which is generally one month, but actually fulfilling more complex or multiple requests, e.g. those involving third party information, may take 1-2 months longer).

Data Accuracy and Security

The School will endeavour to ensure that all personal data held in relation to an individual is as up to date and accurate as possible. Individuals must please notify the Bursar of any significant changes to important information, such as contact details, held about them.

An individual has the right to request that any out-of-date, irrelevant or inaccurate information about them is erased or corrected (subject to certain exemptions and limitations under data protection law): please see above for details of why the School may need to process your data, of who you may contact if you disagree.

The School will take appropriate technical and organisational steps to ensure the security of personal data about individuals, including policies around use of technology and devices, and access to school systems.

This Policy

The School will update this Privacy Notice from time to time. Any substantial changes that affect your rights will be provided to you directly as far as is reasonably practicable. This Privacy Notice was last updated on 2 September 2024.

Queries and Complaints

Any comments or queries about this Privacy Notice should be directed to the bursar using the following contact details bursar@rikkyo.co.uk.

If you believe that the School has not complied with this Privacy Notice or acted otherwise than in accordance with data protection law, you should utilise the School complaints/grievance procedure and should also notify the school bursar. You can also make a referral to or lodge a complaint with the Information Commissioner's Office ("ICO"), although the ICO recommends that steps are taken to resolve the matter with the School before involving the regulator.

Revision:

Minor revisions: JCB 17/06/25