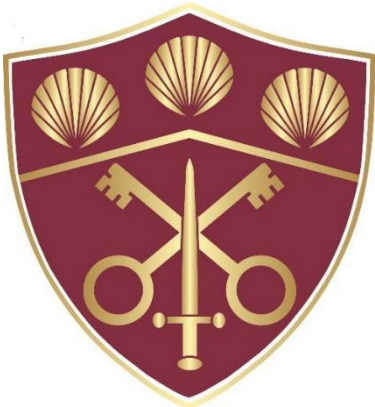


Ad Gloriam Dei et Servitium Omnium

CCTV Policy

The Palmer Catholic Academy

MISSION STATEMENT



Ad Gloriam Dei et Servitium Omnium

The Academy’s Mission promotes the academic and personal development of each member of its community, both students and staff alike.

We serve Christ in each other to the Glory of God and Service of all.



Adoption by Governing Body of The Palmer Catholic Academy:
Date of Implementation: November 2025
Signature of Chair of Governors:
Signature of Headteacher:
Review Date: November 2026

Contents

1. Aims	4
2. Relevant legislation and guidance	5
3. Definitions.....	5
4. Covert surveillance	5
5. Location of the cameras	6
6. Roles and responsibilities	7
7. Operation of the CCTV system.....	9
8. Storage of CCTV footage	9
9. Access to CCTV footage	9
10. Data protection impact assessment (DPIA)	11
11. Security	12
12. Complaints	12
13. Monitoring	12
14. Links to other policies	12

1. Aims

This policy aims to set out the academy's approach to the operation, management and usage of surveillance and closed-circuit television (CCTV) systems on academy property.

1.1 Statement of intent

The purpose of the CCTV system is to:

- Make members of the academy community feel safe
- Protect members of the academy community from harm to themselves or to their property
- Deter criminality in the academy
- Protect academy assets and buildings
- Assist police to deter and detect crime
- Determine the cause of accidents
- Assist in the effective resolution of any disputes which may arise in the course of disciplinary and grievance proceedings
- To assist in the defence of any litigation proceedings
- To assist in investigating student disciplinary matters, which may lead to suspension and /or exclusions

The CCTV system will not be used to:

- Encroach on an individual's right to privacy
- Monitor people in spaces where they have a heightened expectation of privacy (including toilets and changing rooms)
- Follow particular individuals, unless there is an ongoing emergency incident occurring
- Pursue any other purposes than the ones stated above

The list of uses of CCTV is not exhaustive and other purposes may be or become relevant.

The CCTV system is registered with the Information Commissioner under the terms of the Data Protection Act 2018. The system complies with the requirements of the Data Protection Act 2018 and UK GDPR.

Footage or any information gleaned through the CCTV system will never be used for commercial purposes.

In the unlikely event that the police request that CCTV footage, be released to the media, the request will only be complied with when written authority has been provided by the police, and only to assist in the investigation of a specific crime.

The footage generated by the system should be of good enough quality to be of use to the police or the court in identifying suspects.

2. Relevant legislation and guidance

This policy is based on:

2.1 Legislation

- [UK General Data Protection Regulation](#)
- [Data Protection Act 2018](#)
- [Human Rights Act 1998](#)
- [European Convention on Human Rights](#)
- [The Regulation of Investigatory Powers Act 2000](#)
- [The Protection of Freedoms Act 2012](#)
- [The 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](#)
- [The Academy Standards and Framework Act 1998](#)
- [The Children Act 1989](#)
- [The Children Act 2004](#)
- [The Equality Act 2010](#)

2.2 Guidance

- [Surveillance Camera Code of Practice \(2021\)](#)

3. Definitions

Surveillance: the act of watching a person or a place

CCTV: closed circuit television; video cameras used for surveillance

Covert surveillance: operation of cameras in a place where people have not been made aware they are under surveillance.

4. Covert surveillance

Covert surveillance will only be used in extreme circumstances, such as where there is suspicion of a criminal offence. If the situation arises where covert surveillance is needed, the proper authorisation forms from the Home Office will be completed and retained.

5. Location of the cameras

Cameras are located in places that require monitoring in order to achieve the aims of the CCTV system (stated in section 1.1).

Cameras are located in:

Internal camera's:

Bede House

- Main reception foyer - front
- Main reception foyer - back
- Bede exit by Science and lift
- Bede back stairs
- Exit door to quad
- Bede entrance - lift
- Maths corridor
- Science corridor

Mother Theresa Building

- Library
- Library corridor
- Outside MT 3
- Outside MT4
- Ground floor atrium
- First floor atrium
- FEDS office

Kolbe Building

- Entrance covering stairs

Heenan building

- Heenan corridor by back foyer
- Tunnel
- Tunnel – girls' tunnel
- Lobby by girls' toilets, H11
- East stairs – facing Kolbe playground
- Art foyer
- Hall
- First floor – Catering Room/Staff Room area
- Fitness suite

Palmer building

- O'Donnell Hall
- Palmer Hall
- Closed linkway – O'Donnell hall – RE
- Open linkway – Food pod
- Exit doors by Palmer toilets (RE)

- Geography corridor
- Palmer 1st floor, odd side
- Palmer 2nd floor, odd side
- Palmer 3rd floor, odd side
- Palmer 1st floor, even side
- Palmer 2nd floor, even side
- Palmer 3rd floor, even side

External cameras

- Main front reception
- Main back reception
- Palmer playground
- Car park from entrance on Lombard Avenue towards Aldborough Road South exit
- 33 Cameras by Boundary Surveillance, installation completion by 26th November 2022.

Wherever cameras are installed, appropriate signage is in place to warn members of the academy community that they are under surveillance. The signage:

- Identifies the academy as the operator of the CCTV system
- Identifies the academy as the data controller
- Provides contact details for the academy

Cameras are not and will not be aimed off academy grounds into public spaces or people's private property.

Cameras are positioned in order to maximise coverage, but there is no guarantee that all incidents will be captured on camera.

6. Roles and responsibilities

6.1 The Governing Board

The governing board has the ultimate responsibility for ensuring the CCTV system is operated within the parameters of this policy and that the relevant legislation (defined in section 2.1) is complied with.

6.2 The Headteacher

The Headteacher will:

- Take responsibility for all day-to-day leadership and management of the CCTV system
- Liaise with the data protection officer (DPO) to ensure that the use of the CCTV system is in accordance with the stated aims and that its use is needed and justified
- Ensure that the guidance set out in this policy is followed by all staff
- Review the CCTV policy to check that the academy is compliant with legislation
- Ensure all persons with authorisation to access the CCTV system and footage have received proper training from the DPO and/or Network Manager in the use of the system and in data protection

- Sign off on any expansion or upgrading to the CCTV system, after having taken advice from the DPO and taken into account the result of a data protection impact assessment
- Decide, in consultation with the DPO, whether to comply with disclosure of footage requests from third parties

6.3 The data protection officer

The Data Protection Officer (DPO) will:

- Train persons with authorisation to access the CCTV system and footage in the use of the system and in data protection
- Train all staff to recognise a subject access request
- Deal with subject access requests in line with the Freedom of Information Act (2000)
- Monitor compliance with UK data protection law
- Advise on and assist the academy with carrying out data protection impact assessments
- Act as a point of contact for communications from the Information Commissioner's Office
- Conduct data protection impact assessments
- Ensure data is handled in accordance with data protection legislation
- Ensure footage is obtained in a legal, fair and transparent manner
- Keep accurate records of all data processing activities and make the records public on request
- Inform subjects of how footage of them will be used by the academy, what their rights are, and how the academy will endeavour to protect their personal information
- Ensure that the CCTV systems are working properly and that the footage they produce is of high quality so that individuals pictured in the footage can be identified
- Ensure that the CCTV system is not infringing on any individual's reasonable right to privacy in public spaces
- Receive and consider requests for third-party access to CCTV footage

6.4 The Network manager

The Network manager will:

- Take care of the day-to-day maintenance and operation of the CCTV system
- Oversee the security of the CCTV system and footage
- Check the system for faults and security flaws termly
- Ensure the data and time stamps are accurate termly
- Ensure footage is destroyed when it falls out of the retention period
- Carry out termly checks to determine whether footage is being stored accurately, and being deleted after the retention period

6.5 The competent contractor

The competent contractor will:

- Carry out 6 monthly maintenance and operation of the CCTV system

7. Operation of the CCTV system

The CCTV system will be operational 24 hours a day, 365 days a year.

The academy pays a data protection fee to the Information Commissioner's Office (ICO).

The system will not record audio.

Recordings will have date and time stamps. This will be checked by the system manager termly and when the clocks change.

8. Storage of CCTV footage

Footage is stored on Network Video Recorders.

Footage will be retained for 30 days. At the end of the retention period, the files will be overwritten automatically.

On occasion footage may be retained for longer than 30 days, for example where a law enforcement body is investigating a crime, to give them the opportunity to view the images as part of an active investigation.

Recordings will be downloaded, so that the data will be secure and its integrity maintained, so that it can be used as evidence if required.

9. Access to CCTV footage

Access will only be given to authorised persons, for the purpose of pursuing the aims stated in section 1.1, or if there is a lawful reason to access the footage.

Any visual display monitors will be positioned so only authorised personnel will be able to see the footage.

9.1 Staff access

The following members of staff have authorisation to access the CCTV footage:

- The Headteacher
- The Deputy Heads
- The IT Manager
- The Network Manager
- The Data Protection Officer
- The Premises Team (external camera's only)
- Bede Office (main reception foyer front and back (internal and external) and corridor
- Anyone with express permission of the Headteacher (this would normally be a member of SLT).

CCTV footage will only be accessed from authorised personnel's work devices, or from the visual display monitors.

All members of staff who have access will undergo training to ensure proper handling of the system and footage.

Any member of staff who misuses the surveillance system may be committing a criminal offence, and will face disciplinary action.

9.2 Subject access requests (SAR)

According to UK GDPR and DPA 2018, individuals have the right to request a copy of any CCTV footage of themselves.

Upon receiving the request, the academy will respond within 30 days during term time. The academy reserves the right to extend that deadline during holidays due to difficulties accessing appropriate staff members.

All staff have received training to recognise SARs. When a SAR is received staff should inform the DPO in writing. When making a request, individuals should provide the academy with reasonable information such as the date, time and location the footage was taken to aid academy staff in locating the footage.

On occasion the academy will reserve the right to refuse a SAR, if, for example, the release of the footage to the subject would prejudice an ongoing investigation.

Images that may identify other individuals need to be obscured to prevent unwarranted identification. The academy will attempt to conceal their identities by blurring out their faces, or redacting parts of the footage. If this is not possible the academy will seek their consent before releasing the footage. If consent is not forthcoming the still images may be released instead.

The academy reserves the right to charge a reasonable fee to cover the administrative costs of complying with an SAR that is repetitive, unfounded or excessive.

Footage that is disclosed in a SAR will be disclosed securely to ensure only the intended recipient has access to it.

Records will be kept that show the date of the disclosure, details of who was provided with the information (the name of the person and the organisation they represent), and why they required it.

Individuals wishing to make an SAR can find more information about their rights, the process of making a request, and what to do if they are dissatisfied with the response to the request on the [ICO website](#).

9.3 Third-party access

CCTV footage will only be shared with a third party to further the aims of the CCTV system set out in section 1.1 (e.g. assisting the police in investigating a crime).

Footage will only ever be shared with authorised personnel such as law enforcement agencies or other service providers who reasonably need access to the footage (e.g. investigators).

All requests for access should be set out in writing and sent to the headteacher and the DPO.

The academy will comply with any court orders that grant access to the CCTV footage. The academy will provide the courts with the footage they need without giving them unrestricted access. The DPO will consider very carefully how much footage to disclose, and seek legal advice if necessary.

The DPO will ensure that any disclosures that are made are done in compliance with UK GDPR.

All disclosures will be recorded by the DPO.

10. Data protection impact assessment (DPIA)

The academy follows the principle of privacy by design. Privacy is considered during every stage of the deployment of the CCTV system, including the replacement, development and upgrading.

The system is used only for the purpose of fulfilling its aims (stated in section 1.1).

When the CCTV system is replaced, developed or upgraded a DPIA will be carried out to be sure the aim of the system is still justifiable, necessary and proportionate.

The DPO will provide guidance on how to carry out the DPIA. The DPIA will be carried out by a responsible person.

Those whose privacy is most likely to be affected, including the academy community and neighbouring residents, will be consulted during the DPIA, and any appropriate safeguards will be put in place.

A new DPIA will be done annually and/or whenever cameras are moved, and/or new cameras are installed.

If any security risks are identified in the course of the DPIA, the academy will address them as soon as possible.

11. Security

- The Network Manager will be responsible for overseeing the security of the CCTV system and footage
- The system will be checked for faults once a term
- Any faults in the system will be reported as soon as they are detected and repaired as soon as possible, according to the proper procedure
- Footage will be stored securely
- The CCTV footage will be password protected and any camera operation equipment will be securely locked away when not in use if possible
- Proper cyber security measures will be put in place to protect the footage from cyber attacks
- Any software updates (particularly security updates) published by the equipment's manufacturer that need to be applied, will be applied as soon as possible

12. Complaints

Complaints should be directed to the Headteacher or the DPO and should be made according to the academy's complaints policy.

13. Monitoring

The policy will be reviewed annually by the DPO to consider whether the continued use of a surveillance camera remains necessary, proportionate and effective in meeting its stated purposes.

14. Links to other policies

- Data protection policy
- Privacy notices for parents, students, staff, governors and suppliers
- Safeguarding policy