



Data Protection Policy

Author: RGDP – DPO Officer

Board Approved

12 February 2025

Next Review:

February 2028

1. Introduction

Homes for Life Housing Partnership (HfL) is committed to ensuring the lawful, fair and transparent management of personal data.

All Management Committee members and employees including temporary staff and volunteers have a responsibility to ensure compliance with this policy which sets out our commitment to process personal data in accordance with the following legislation:

- UK General Data Protection Regulation.
- UK Data Protection Act 2018 (DPA 2018).
- Privacy and Electronic Communications Regulations 2003 (PECR).

Failure to comply with data protection legislation could lead to financial penalties, regulatory action, as well as reputational damage.

2. Scope

The Policy applies to all personal data that HfL holds relating to living identifiable individuals regardless of the category of data or the format of the data. Personal data is any data which could be used to identify a living individual including, e.g. name, address, email, postcode, image and photograph. Special Category personal data is any information relating to racial or ethnic origin, political opinions, religious beliefs, health (mental and physical), sexual orientation, Trades Union membership and criminal convictions.

The policy applies to personal data held or accessed on HfL premises or accessed remotely via home or mobile working. Personal data stored on personal and removable devices are also covered by this policy.

This policy, along with the associated Appendixes, applies to all management committee members, employees and staff including temporary staff and volunteers.

3. Responsibilities for Compliance

The Chief Executive Officer is ultimately responsible for ensuring that HfL meets its legal obligations.

All staff have a responsibility for ensuring personal data is collected, stored and handled appropriately and must ensure that it is handled and processed in compliance with data protection regulations, this policy and the data protection principles.

The Chief Executive Officer and data protection lead, with advice and assistance from the Data Protection Officer (DPO) - RGDP LLP – are responsible for monitoring compliance with this policy and the data protection legislation; managing personal data breaches and data subject rights; recording and maintaining appropriate records of processing activities and the documented evidence required for compliance.

4. Compliance

HfL will comply with our legal obligations and the **data protection principles** by ensuring that personal data is:

- **processed lawfully, fairly and in a transparent manner in relation to individuals.** Individuals will be advised on the reasons for processing via a Privacy Notice. Where data subjects' consent is required to process personal data, consent will be requested in a manner that is clearly distinguishable from other matters, in an intelligible and easily accessible form using clear and plain language. Data Subjects will be advised of their right to withdraw consent and the process for Data Subjects to withdraw consent will be simple.
- **collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes.** Personal data will only be used for the original purpose it was collected for and these purposes will be made clear to the data subject. If HfL wishes to use personal data for a different purpose, we will notify the data subject prior to processing.
- **adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed.** HfL will only collect the minimum personal data required for the purpose. Any personal data deemed to be excessive or no longer required for the purposes collected for will be securely deleted. Any personal information that is optional for individuals to provide will be clearly marked as optional on any forms.
- **accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that inaccurate personal data, having regard to the purposes for which they are processed, are erased or rectified without delay.** HfL will take reasonable steps to keep personal data up to date, where relevant, to ensure accuracy. Any personal data found to be inaccurate will be updated promptly. Any inaccurate personal data that has been shared with third parties will also be updated.
- **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.** HfL will hold data for the minimum time necessary to fulfil its purpose. Timescales for retention of personal data are outlined in our Retention Schedule. Data will be disposed of in a responsible manner ensuring confidentiality and security.
- **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.** HfL will implement appropriate security measures to protect personal data. Personal data will only be accessible to those authorised to access personal data on a 'need to know' basis. Employees will keep data secure by taking sensible precautions and following the relevant HfL policies and procedures relating to data protection.

In addition, HfL will comply with the 'Accountability Principle' that states that data controllers are to be responsible for, and be able to demonstrate, compliance with the above principles.

5. Data Sharing

In certain circumstances HfL may share personal data with third parties. This may be part of a regular exchange of data, one-off disclosures or in unexpected or emergency situations.

In all cases, appropriate security measures will be used when sharing any personal data.

Where data is shared regularly, a contract or data sharing agreement will be put in place to establish what data will be shared and the agreed purpose.

Prior to sharing personal data, HfL will consider any legal implications of doing so.

Data Subjects will be advised of data sharing via the relevant the Privacy Notice.

6. Data Processors

Where HfL engages Data Processors to process personal data on our behalf, we will ensure that:

- Data processors have appropriate organisational and technical security measures in place.
- No sub-processors are used without prior written consent from HfL.
- An appropriate contract or agreement is in place explaining the full requirements of the data processor.

7. Security Incident & Breach Management

Occasionally HfL may experience a data security incident or personal data breach; this could be if personal data is:

- Lost, e.g. misplacing documents or equipment that contain personal data through human error, via fire, flood or other damage to premises where data is stored.
- Stolen; theft or as a result of a targeted attack on our network (cyber-attack).
- Accidentally disclosed to an unauthorised individual, e.g, email or letter sent to the wrong address.
- Inappropriately accessed or used.

All security incidents or personal data breaches will be reported to and managed by the data protection lead who will be advised and assisted by the DPO.

The Information Commissioner's Office and the individuals affected will be notified promptly, if required.

All security incidents and personal data breaches will be managed in accordance with HfL's Information Security Incident and Personal Breach Management Procedure (see Appendixes).

8. Individual Rights

HfL will uphold the rights of data subjects to access and retain control over their personal data in accordance with our Data Subject Rights Procedure (see Appendixes). HfL will comply with individuals':

- **Right to be Informed** – by ensuring individuals are informed of the reasons for processing their data in a clear, transparent and easily accessible form and informing them of all their rights.
- **Right to Access** – by ensuring that individuals are aware of their right to obtain confirmation that their data is being processed; access to copies of their personal data and other information such as a privacy notice and how to execute this right.
- **Right to Rectification** – by correcting personal data that is found to be inaccurate. We will advise data subjects on how to inform us that their data is inaccurate. Inaccuracies will be rectified without undue delay.
- **Right to Erasure** (sometimes referred to as 'the right to be forgotten') - we will advise data subjects of their right to request the deletion or removal of personal data where processing is no longer required or justified.
- **Rights to Restrict Processing** - we will restrict processing when a valid request is received by a data subject and inform individuals of how to exercise this right.
- **Right to Data Portability** – by allowing, where possible, data to be transferred to similar organisation in a machine-readable format.
- **Right to Object** – by stopping processing personal data, unless we can demonstrate legitimate grounds for the processing which override the interest, rights and freedoms of an individual, or the processing is for the establishment, exercise or defence of legal claims.

9. Data Protection by Design

We have an obligation to implement technical and organisational measures to demonstrate that we have considered and integrated data protection into our processing activities.

When introducing any new type of processing, particularly using new technologies, we will take account of whether the processing is likely to result in a high risk to the rights and freedoms of individuals and consider the requirement for a Data Protection Impact Assessment (DPIA).

All new policies including the processing of personal data will be reviewed by the CEO to ensure compliance with the law and establish if a DPIA is required. As required, advice and

assistance will be provided by the DPO and if it is confirmed that a DPIA is required, it will be carried out in accordance with HfL's DPIA Procedure (see Appendixes).

10. Training

All staff will be made aware of good practice in data protection and where to find guidance and support for data protection issues. Adequate and role specific data protection training will be provided during induction and regularly thereafter to everyone who has access to personal data to ensure they understand their responsibilities.

11. Breach of Policy

Any breaches of this policy may be dealt with in accordance with HfL disciplinary procedures.

12. Monitoring and Reporting

Regular monitoring and audits will be undertaken by the CEO, data protection lead and/or DPO to check compliance with the law, this policy and associated procedures.

13. Policy Review

This policy will be reviewed and revised every three years or more frequently if required to meet changes in legislation, address any weaknesses identified and/or to implement new/good practices or lessons learned.

14. Appendixes:

- Appendix 1 Information Security Incident and Personal Data Breach Management Procedure.
- Appendix 2 Data Subject Rights Procedure.
- Appendix 3 Retention Procedure and Schedule.
- Appendix 4 Data Protection Impact Assessment Procedure.
- Appendix 5 Privacy Notice – for website, tenants, visitors, contractors/suppliers, job applicants.
- Appendix 6 Privacy Notice – for employees.
- Appendix 7 Privacy Notice – for management board members.



Equality & Diversity Impact Assessment (EIA)

The aim of the EIA is to consider the equality implications of a policy, practice, or service to prevent discrimination against people who are categorised as being disadvantaged or vulnerable within society (as listed in point 4) and to consider if there are ways to proactively advance equality.

Name of the policy/practice/service to be assessed	Data Protection Policy	Is this a new policy/practice/service or a revision to an existing?	Revision
1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.	<p>To ensuring the lawful, fair and transparent management of personal data.</p> <p>To ensure compliance with this policy which sets out our commitment to process personal data in accordance with the following legislation:</p> <ul style="list-style-type: none"> • UK General Data Protection Regulation. • UK Data Protection Act 2018 (DPA 2018). • Privacy and Electronic Communications Regulations 2003 (PECR). 		

<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>All Management Committee members and employees including temporary staff and volunteers. HfL customers, contractors.</p>														
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>All staff have a responsibility for ensuring personal data is collected, stored and handled appropriately and must ensure that it is handled and processed in compliance with data protection regulations, this policy and the data protection principles.</p>														
<p>4. Which protected characteristics could be affected by the policy, practice, or service?</p>	<p style="text-align: center;"><i>(✓) tick all that apply</i></p> <table border="1" data-bbox="660 874 2116 1364"> <tr> <td data-bbox="660 874 1608 946">Age</td> <td data-bbox="1608 874 2116 946"></td> </tr> <tr> <td data-bbox="660 946 1608 1018">Disability</td> <td data-bbox="1608 946 2116 1018"></td> </tr> <tr> <td data-bbox="660 1018 1608 1090">Gender reassignment</td> <td data-bbox="1608 1018 2116 1090"></td> </tr> <tr> <td data-bbox="660 1090 1608 1161">Marriage/Civil Partnership</td> <td data-bbox="1608 1090 2116 1161"></td> </tr> <tr> <td data-bbox="660 1161 1608 1233">Pregnancy/Maternity</td> <td data-bbox="1608 1161 2116 1233"></td> </tr> <tr> <td data-bbox="660 1233 1608 1305">Race</td> <td data-bbox="1608 1233 2116 1305"></td> </tr> <tr> <td data-bbox="660 1305 1608 1364">Religion or belief</td> <td data-bbox="1608 1305 2116 1364"></td> </tr> </table>	Age		Disability		Gender reassignment		Marriage/Civil Partnership		Pregnancy/Maternity		Race		Religion or belief	
Age															
Disability															
Gender reassignment															
Marriage/Civil Partnership															
Pregnancy/Maternity															
Race															
Religion or belief															

	Sex	
	Sexual Orientation	
	Consider if you want to add any more e.g. ?	

5. If the policy, practice, or service is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.
no protected characteristics are affected by this policy other than making it accessible.


6. Evidence Gathering and Engagement

a. What evidence has been used for this assessment? For example, national statistics.
GDPR

b. Who have you engaged and consulted with as part of your assessment?
CEO, DPO

7. Describe the **impact(s)** the policy, practice or service could have on the groups identified in part 4. Consider both positive and negative impacts.
N/A

8. What actions are required to address the impacts arising from this assessment? <i>(This might include collecting</i>	Issue	Action	Timescales
	Legislative Changes		

<i>additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i>			
9. Decision Please record decision e.g., <ul style="list-style-type: none"> • No change/amend (see above) • Cease • Progress with risk (monitor and add to risk register?) 	No change		
Signed			
Job title	Business Support Officer		
Date the EIA was completed	04/02/25		
Review date	February 2028		
Date of any quality sample check			

Please attach the completed document as an Appendix to your policy, practice, or service report