



Francis Holland Schools

Privacy Notice for Visitors and Contractors

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Privacy Notice for Visitors and Contractors

This policy applies to:

Francis Holland Regent's Park

Francis Holland Sloane Square

Francis Holland Prep

Francis Holland Schools Central Trust Functions

Where there are differences between the schools these have been clearly highlighted.

Related Policies:

Data Protection Policy

Cybersecurity Policy

Introduction

Francis Holland School Trust (FHST) are committed to being transparent about how we collect and use personal data, and to meeting our data protection obligations. This Privacy Notice describes how we collect and use personal information about you during and after your visit with us, in accordance with the UK General Data Protection Regulation (UK GDPR), the Data Protection Act (2018) and the Data Use and Access Act 2025 (DUAA).

This notice applies to all current and former visitors and contractors.

Who Collects This Information?

Francis Holland Schools Trust (FHST) is a "data controller." This means that FHST are responsible for deciding how FHST hold and use personal information about pupils and parents. Under data protection legislation, FHST are required to notify you of the information contained in this privacy notice. This notice does not form part of any contract to provide services and it may be updated at any time.

It is important that you read this notice with any other policies mentioned within this privacy notice, so that you are aware of how and why FHST are processing your information, what your rights are under data protection legislation and the procedures FHST take to protect your personal data.

Data Protection Principles

FHST will comply with the data protection principles when gathering and using personal information, as set out in our Data Protection Policy.

Categories of Visitor Information FHST Collect, Process, Hold and Share

We process data relating to those visiting our school (including contractors). Personal data that we may collect, process, hold and share (where appropriate) about you includes, but is not restricted to:

- Personal information and contact details such as name, title, addresses, date of birth, marital status, phone numbers and personal email addresses;
- Criminal records information as required by law to enable you to work with children e.g. DBS checks;
- Information relating to your visit, e.g. your company or organisations name, arrival and departure time, car number plate;
- Information about any access arrangements you may need;

- Photographs for identification purposes for the duration of your visit;
- CCTV footage captured by the school.

We may also collect, store and use the following more sensitive types of personal information:

- Information about your race or ethnicity, religious or philosophical beliefs
- Information about your health, including any medical conditions.

Collecting This Information

We may collect this information from you, the Home Office, the DBS, other professionals we may engage (e.g. to advise us generally), our signing in system, automated monitoring of our websites and other technical systems such as our computer networks and connections, CCTV and access control systems, remote access systems, email and instant messaging systems, intranet and internet facilities.

How FHST Use Your Personal Information

We will only use your personal information when the law allows us to. Most commonly, we will use your information in the following circumstances:

- Where we need to perform the contract we have entered into with you;
- Where we need to comply with a legal obligation (such as health and safety legislation, under statutory codes of practice and employment protection legislation);
- Where it is needed in the public interest or for official purposes;
- Where it is necessary for our legitimate interests (or those of a third party) and your interests, rights and freedoms do not override those interests.
- When you have provided us with consent to process your personal data.

We need all the categories of information in the list above primarily to allow us to perform our contract with you, with your consent and to enable us to comply with legal obligations.

The situations in which we will process your personal information are listed below:

- Ensure the safe and orderly running of the school;
- To manage our workforce and those deployed on site;
- Personnel management including retention
- In order to manage internal policy and procedure;
- Complying with legal obligations;
- Carry out necessary administration functions to allow visitors and contractors on site;
- To monitor and manage access to our systems and facilities in order to protect our networks and for the purposes of safeguarding;
- To monitor and protect the security of our network and information, including preventing unauthorised access to our computer network and communications systems and preventing malicious software distribution;
- To answer questions from insurers in respect of any insurance policies which relate to you;
- Health and safety obligations;
- Prevention and detection of fraud or other criminal offences; and
- To defend the School in respect of any investigation or court proceedings and to comply with any court or tribunal order for disclosure.

Some of the above grounds for processing will overlap and there may be several grounds which justify our use of your personal information.

We will only use your personal information for the purposes for which we collected it, unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original purpose.

How FHST Use Particularly Sensitive Personal Information

Sensitive personal information (as defined under the UK GDPR as “special category data”) require higher levels of protection and further justification for collecting, storing and using this type of personal information. We may process this data in the following circumstances:

- In limited circumstances, with your explicit written consent;
- Where we need to carry out our legal obligations in line with our Data Protection Policy;
- Where it is needed in the public interest, such as for equal opportunities monitoring;
- Where it is needed to assess your working capacity on health grounds, subject to appropriate confidentiality safeguards. Less commonly, we may process this type of information where it is needed in relation to legal claims or where it is necessary to protect your interests (or someone else’s interests) and you are not capable of giving your consent.

Criminal Convictions

We may only use information relating to criminal convictions where the law allows us to do so. This will usually be where it is necessary to carry out our legal obligations. We will only collect information about criminal convictions if it is appropriate given the nature of the role and where we are legally able to do so.

Sharing Data

We may need to share your data with third parties, including third party service providers where required by law, where it is necessary to administer the working relationship with you or where we have another legitimate interest in doing so. These include the following:

- the Department for Education (DfE);
- Other schools within the Trust;
- Law enforcement officials such as police, HMRC;
- LADO;
- Professional advisors such as lawyers and consultants;
- Support services (including HR support, insurance, IT support, information security, pensions and payroll);
- The Local Authority; and
- DBS.

Information will be provided to those agencies securely or anonymised where possible.

The recipient of the information will be bound by confidentiality obligations, we require them to respect the security of your data and to treat it in accordance with the law.

We may transfer your personal information outside the UK and the EU. If we do, you can expect a similar degree of protection in respect of your personal information.

Retention Periods

Except as otherwise permitted or required by applicable law or regulation, FHST only retains personal data for as long as necessary to fulfil the purposes they collected it for, as required to satisfy any legal, accounting or reporting obligations, or as necessary to resolve disputes. Full details on how long FHST keep personal data for is set out in our Data Retention Policy.

Security

We have put in place measures to protect the security of your information (i.e. against it being accidentally lost, used or accessed in an unauthorised way). In addition, we limit access to your personal information to those employees, agents, contractors and other third parties who have a business need to know. Details of these measures are available on the Trust website.

You can find further details of our security procedures within our Cyber Security Policy, which can be found on the Trust website.

Your Rights of Access, Correction, Erasure and Restriction

It is important that the personal information we hold about you is accurate and current. Please keep us informed if your personal information changes during your relationship with us.

Under certain circumstances by law you have the right to:

- Access your personal information (commonly known as a “subject access request”). This allows you to receive a copy of the personal information we hold about you and to check we are lawfully processing it. You will not have to pay a fee to access your personal information. However, we may charge a reasonable fee if your request for access is clearly unfounded or excessive. Alternatively we may refuse to comply with the request in such circumstances. For further information on how to proceed with a SAR, please see the Trust’s Data Protection Policy.
- Correction of the personal information we hold about you. This enables you to have any inaccurate information we hold about you corrected.
- Erasure of your personal information. You can ask us to delete or remove personal data if there is no good reason for us continuing to process it.
- Restriction of processing your personal information. You can ask us to suspend processing personal information about you in certain circumstances, for example, if you want us to establish its accuracy before processing it.
- To object to processing in certain circumstances (for example for direct marketing purposes).
- To transfer your personal information to another party.

If you want to exercise any of the above rights, please contact our DPO in writing.

Judicium Consulting Ltd
5th Floor,
98 Theobald’s Road,
London WC1X 8WB
dataservices@judicium.com
0345 548 7000

We may need to request specific information from you to help us confirm your identity and ensure your right to access the information (or to exercise any of your other rights).

Requesting Access to Your Personal Data (Subject Access Requests)

FHST may need to request specific information from you to help us confirm your identity and ensure your right to access the information (or to exercise any of your other rights). This is another appropriate security measure to ensure that personal information is not disclosed to any person who has no right to receive it.

For further information about Subject Access Requests (SARs), and how to proceed with one, please see the Trust's Data Protection Policy.

Your Right to Withdraw Consent

In circumstances where you may have provided your consent to the collection, processing and transfer of your personal information for a specific purpose, you have the right to withdraw your consent for that specific processing at any time. To withdraw your consent, please contact the Director of Technology. Once FHST has received notification that you have withdrawn your consent, FHST will no longer process your information for the purpose or purposes you originally agreed to, unless FHST have another legitimate basis for doing so in law.

How to Raise a Concern or Complaint about our Handling of Personal Data

Data protection legislation requires organisations to help any person who wants to make complaints about how their personal information is used. The Trust therefore has an electronic complaints form ([here](#)) on which people may submit details to us regarding their complaint. This complaint form will be acknowledged within 30 days and responded to without undue delay.

We have appointed a Data Protection Officer (DPO) to oversee compliance with data protection and this privacy notice. You may also, if you wish, contact them:

Data Protection Officer: Judicium Consulting Limited
Address: 5th Floor, 98 Theobald's Road, London WC1X 8WB
Email: dataservices@judicium.com
Web: www.judiciumeducation.co.uk

Changes to This Privacy Notice

FHST reserves the right to update this privacy notice at any time, and FHST will provide you with a new privacy notice when FHST makes any substantial updates. FHST may also notify you in other ways from time to time about the processing of your personal information.

Review

Policy author/s	Trust: Chief Operating Officer
This review	Autumn 2025
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Next review	Spring 2027

The Francis Holland Schools Trust is an educational charity which manages three leading independent girls' schools in central London, across three sites.

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Registered office: Francis Holland Schools Trust, 35 Bourne Street, London SW1W 8JA