



CCTV Policy

Mission Statement

We are a Catholic College dedicated to the education and development of the whole person and supporting all students to realise their full potential. As an outstanding learning organisation SJR will have a strong sense of purpose and a commitment to shared values within a Christian community. We will establish a unique, safe and challenging environment where every individual is valued, talents are recognised and nurtured, achievements are celebrated and dedication is rewarded. To achieve this as a community we will:

- Welcome all students who are happy to be educated within a Christian environment
- Value the uniqueness and dignity of each individual
- Deliver the highest standards of teaching and learning
- All show a commitment to our work, to the Christian values of the College and to the safety of all in our community
- Provide equality of opportunity, with mutual respect and positive encouragement
- Build and further develop local, national and international partnerships

Core values in daily life at St John Rigby College are expressed as:

- Genuine concern for others
- Support for and challenge of one another
- High standards and expectations
- Consistency and perseverance
- Recognition of talents, progress and achievements.

Scope of Policy

The purpose of this policy is to regulate the management and use of CCTV at St John Rigby College.

1. Aim of the CCTV System

Use of a surveillance camera system must always be for a specified purpose which is in pursuit of a legitimate aim and necessary to meet an identified pressing need

The College uses CCTV to help maintain an environment for students, staff and visitors, which supports their safety and welfare; to assist in the prevention of disorder or crime against persons and College property or assets; to assist in the identification and prosecution of persons having committed an offence and assisting the police in identifying persons who have committed an offence.

2. Individuals Privacy

The user of a surveillance camera system must take into account its effect on individuals and their privacy, with regular reviews to ensure its use remains justified

CCTV cameras are not used in any area of the College where there is a particularly high expectation of privacy, such as toilets or changing rooms.

The cameras do not focus on private homes, gardens or other areas of private property adjacent to the College.

The system does not use Automatic Number Plate Recognition (ANPR), Live Facial recognition (LFR), make audio recordings or use facial, or other biometric characteristic, recognition.

3. **Information and Complaints**

There must be as much transparency in the use of a surveillance camera system as possible, including a published contact point for access to information and complaints

All areas of the College where cameras are in use are identified with appropriate CCTV signage.

All staff and students are made aware of the CCTV system via their respective inductions and this policy is available to all staff, students and members of the public via the College web site, along with copies of any relevant management information, reviews, audits and statistical information on the number and nature of complaints received and how these have been resolved.

Complaints regarding the use of the CCTV system should be made in writing to the Principal following the College's Complaints Procedure.

The College will share information about the nature of complaints with the Surveillance Camera Commissioner to assist with the review of the operation of this policy.

4. **Responsibility and Accountability**

There must be clear responsibility and accountability for all surveillance camera system activities, including images and information collected, held and used

Governing Body: The Governing Body has the responsibility to ensure that there is a clear written policy statement that outlines how the College complies with CCTV regulations and delegate the management of the system to the Principal.

Principal: The Principal is responsible for the development and operation of the system via the delegation of roles, authority and duties for the use, management and maintenance of the CCTV system to the relevant staff and ensures that they are informed of these responsibilities and trained to carry them out. The Principal will provide annual reports to the Governing Body and investigate any reported breaches of the CCTV Policy by staff.

Data Protection Officer (DPO): The DPO is responsible for staying up to date with the Data Protection regulations (General Data Protection Act (DPA) 2018 and the UK GDPR), auditing the correct usage of CCTV in line with this legislation and implementation of this policy.

Health, Safety & Facilities Manager (HSFM): The HSFM is responsible for the day-to-day use of the CCTV system in line with this policy, the management, maintenance and repair of the CCTV system, staying up to date with relevant CCTV legislation, staff training arrangements and provision of reports to the SLT.

Finance Manager: The Finance Manager is responsible for negotiating the terms of contracts with the CCTV equipment supplier and other related security companies.

Third Party Contractors: After normal College hours, the perimeter CCTV cameras are monitored by external CCTV operators, who respond to motion sensor alarms and use the audio warning system to inform intruders that they are being monitored via CCTV. In the event that intruders do not comply with the request to leave the site, the College's key holder or the Police will be contacted as appropriate. The College's key holder will provide an on-site security presence in response to calls.

5. **Policy, Procedure and Communication**

Clear rules, policies and procedures must be in place before a surveillance camera system is used, and these must be communicated to all who need to comply with them

The CCTV system is operated in line with this policy, which is shared with all staff and students via the Staff Information System. A copy of this policy is available on the College web site for members of the public.

The HSFM holds the Security Industry Authority (SIA) Level 2 Award for Working as a CCTV Operator (Public Space Surveillance) within the private security industry and is licenced accordingly.

A separate CCTV Handbook outlines the specific procedures to be followed by the relevant staff.

6. **Storage of Data**

No more images and information should be stored than that which is strictly required for the stated purpose of a surveillance camera system, and such images and information should be deleted once their purposes have been discharged

The system records 30 days of footage, after which the footage cannot be retrieved.

The College has the right to download images where there is suspicion that a crime has been committed. On occasion it may be necessary to retain downloaded images or footage for a longer period, for example when a law enforcement body is investigating a crime, to give them the opportunity to view the images as part of an active investigation.

Any downloaded images or footage will be destroyed once they are no longer required for an active investigation.

7. **Access to Images and Information**

Access to retained images and information should be restricted and there must be clearly defined rules on who can gain access and for what purpose such access is granted; the disclosure of images and information should only take place when it is necessary for such a purpose or for law enforcement purposes.

The Principal has authorised the HSFM to access CCTV footage to enable them to carry out their duties.

The HSFM can authorise other relevant staff to view footage to assist in identifying staff, students or members of the public on a case-by-case basis.

Disclosure of images must be made in writing and be approved by the Principal and the HSFM.

Disclosure of images and information to law enforcement agencies must be made in writing and be approved by the Principal and the HSFM.

Subject Access Requests must be made in writing on the relevant form which can be obtained from the College on request. Subject Access Requests will be actioned within 20 days. If a request is excessive or manifestly unfounded, a reasonable fee will be charged for the administrative costs of complying with the request.

Where images are disclosed, consideration will be given to whether images of other individuals should be obscured to prevent unwarranted identification.

CCTV footage will not be released to the media, or used for commercial purposes, or for the purpose of entertainment.

8. Competency Standards

Surveillance camera system operators should consider any approved operational, technical and competency standards relevant to a system and its purpose and work to meet and maintain those standards.

The CCTV systems are installed and maintained by organisations that meet the following standards BS EN 62676-1-1, BS EN 62676-4, BS8418, along with other relevant standards as required, published by the British Standards Institute.

The CCTV monitoring services used by the College are members of the British Security Industry Association (BSIA).

The HSFM holds the Security Industry Authority (SIA) Level 2 Award for Working as a CCTV Operator (Public Space Surveillance) within the private security industry and is licenced accordingly.

9. Security

Surveillance camera system images and information should be subject to appropriate security measures to safeguard against unauthorised access and use

Logs are kept of access to the system by the HSFM; giving the date, time and reason for access.

A review of retained footage can only be carried out if authorised by the Principal and the HSFM.

Footage downloaded for evidence is recorded and controlled via an approved evidence system.

Logs and records relating to the CCTV system are kept in locked cabinets.

The CCTV system is regularly maintained.

10. Review and Audit

There should be effective review and audit mechanisms to ensure legal requirements, policies and standards are complied with in practice, and regular reports should be published

The CCTV system and policy are reviewed at least every two years to ensure it remains necessary, proportionate and effective in meeting its purpose.

The camera locations are reviewed at least every two years and alternative interventions are considered to determine if they provide less risk to individual privacy.

11. Support of Public Safety and Law Enforcement

When the use of a surveillance camera system is in pursuit of a legitimate aim, and there is a pressing need for its use, it should then be used in the most effective way to support public safety and law enforcement with the aim of processing images and information of evidential value

The main purpose of the College's CCTV system is to help maintain an environment for students, staff and visitors, which supports their safety and welfare, to assist in the prevention of disorder or crime against persons and College property or assets; to assist in the identification and prosecution of persons having committed an offence and assisting the police in identifying persons who have committed an offence.

To ensure the forensic integrity of recorded images and information, evidence will be handled in line with the Police & Criminal Evidence Act (1984).

12. Reference Database

Any information used to support a surveillance camera system which compares against a reference database for matching purposes should be accurate and kept up to date

The College does not use the CCTV footage to record data that is compared against a reference database.

The system does not use Automatic Number Plate Recognition (ANPR), Live Facial recognition (LFR), make audio recordings or use facial, or other biometric characteristic, recognition.

Relevant Legislation

Use of the CCTV system will have due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- The Regulation of Investigatory Powers Act 2000
- The Protection of Freedoms Act 2012
- The UK General Data Protection Regulation (GDPR)
- Data Protection Act (2018)
- 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 School Standards and Framework Act 1998
- The Children Act 1989
- The Children Act 2004
- Equality Act (2010)
- Private Security Industry Act 2001

This policy operates in conjunction with the following statutory and non-statutory guidance:

- Home Office (2021) 'The Surveillance Camera Code of Practice'
- ICO (2021) 'Guide to the UK General Data Protection Regulation (UK GDPR)'
- ICO (2017) 'In the Picture: A data protection code of practice for surveillance cameras and personal information'
- ICO (2022) 'Video Surveillance'
- DfE (2023) 'Protection of biometric data of children in schools and colleges'

Related Policies

- Complaints Procedure
- Data Protection Policy
- Freedom of Information Policy