

PRIVACY POLICY

APRIL 2024



LANARKSHIRE
HOUSING ASSOCIATION LTD



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191 Brandon Street
Motherwell ML1 1RS
Tel: (01698) 269119
Fax: (01698) 275202

PRIVACY POLICY

(*Note Lanarkshire Housing Association hereinafter referred to as LHA)

1.0 INTRODUCTION

- 1.1. LHA is committed to ensuring the secure and safe management of all the data it holds in relation to customers, staff and other individuals. LHA staff members have a responsibility to ensure compliance with the terms of this policy and to manage individual's data in accordance with the procedures outlined in this policy and documentation referred to herein.
- 1.2. LHA requires to gather and use certain information about individuals, including customers (tenants, sharing owners, factored owners etc), employees and other individuals that it has a relationship with.
- 1.3. A significant amount of data is managed by LHA from a variety of sources and this data contains Personal Data & Sensitive Personal Data, known as Special Categories of Personal Data under the GDPR.
- 1.4. This Policy sets out LHA's duties and procedures for the management and processing of that data.
- 1.5. LHA's related policies include the Data Protection Policy and the Freedom of Information Policy.

2.0 LEGISLATION

- 2.1 It is a legal requirement that LHA must collect, handle and store personal information in accordance with the relevant legislation.

The relevant legislation in relation to the processing of data is:

- a) The UK General Data Protection Regulation ("the GDPR")
- b) The Privacy and Electronic Communications (EC Directive) Regulations 2003 (as may be amended by the proposed Regulations on Privacy and Electronic Communications)
- c) The Data Protection Act 2018 ("the 2018 Act") and
- d) Any legislation that, in respect of the United Kingdom, replaces or enacts into United Kingdom domestic law, the UK General Data Protection Regulation, the proposed Regulation on Privacy and Electronic Communications or any other law relating to data protection, the processing of personal data and privacy as a consequence of the United Kingdom leaving the European Union.

3.0 DATA

- 3.1 LHA holds a variety of Data relating to individuals, including customers and employees (also referred to as Data Subjects). Data which can identify Data Subjects is known as Personal Data. The Personal Data held and processed is detailed within the Fair Processing Notices (**Appendices 1a, 1b & 1c**) and the Data Protection Addendum of the Terms of and Conditions of Employment which have been provided to all employees.
- 3.2 “Personal Data” is that from which a living individual can be identified either by that data alone or in conjunction with other data held by LHA.
- 3.3 LHA also holds Personal Data that is sensitive in nature (i.e. relates to or reveals a Data Subject’s racial or ethnic origin, religious beliefs or political opinions, relates to health or sexual orientation). This is “Special Category Personal Data” or “Sensitive Personal Data”.

4.0 PROCESSING OF PERSONAL DATA

- 4.1 LHA is permitted to process Personal Data on behalf of Data Subjects, provided it is doing so on one of the following grounds:
 - Processing with the consent of the Data Subject (see clause 4.6)
 - Processing is necessary for the performance of a contract between LHA and the Data Subject or for LHA entering into a contract with the Data Subject
 - Processing is necessary for LHA’s compliance with a legal obligation
 - Processing is necessary to protect the vital interest of the Data Subject or another person; or
 - Processing is necessary for the performance of a task carried out in the public interest or in the exercise of LHA’s official authority
- 4.2 LHA’s Fair Processing Notice (FPN) for customers (**Appendix 1a**) is provided to all customers whose Personal Data is held. The FPN must be provided to the customer from the outset of processing their Personal Data and they should be advised of the terms of the FPN when it is provided to them.
- 4.3 The FPNs at Appendices 1 set out the Personal Data processed by LHA and the basis for that processing. FPNs are provided to all of LHA’s customers at the outset of processing their data.
- 4.4 Employee/Committee Member Personal Data and, where applicable, Special Category Personal Data or Sensitive Personal Data is held and processed by LHA. Details of the data held and processing of that data

is contained within the Employee/Committee Member Fair Processing Notices (**Appendices 1b and 1c**), which are provided to employees/committee members respectively at the application stage.

- 4.5 A copy of any employee's Personal Data held by LHA is available upon written request by the employee from LHA's Data Protection Officer (see part 8).
- 4.6 Consent as a ground for processing will require to be used from time to time when processing Personal Data and should be used where no alternative ground for processing is available. In the event that consent is required to process a Data Subject's Personal Data, LHA shall obtain that consent in writing. The consent provided by the Data Subject must be freely given and the Data Subject will be required to sign a relevant consent form, if willing to consent. Any consent to be obtained by LHA must be for a defined and specific purpose i.e. general consent cannot be sought. Where consent is being relied on, Data Subjects are free to withhold their consent or withdraw it at any future time.
- 4.7 A mandate should be sought from any elected representative (MP, MSP or Councillor) who requests data on behalf of a customer and information should not be provided without this.
- 4.8 In the event of processing Special Category Personal Data or Sensitive Personal Data, LHA must rely on an additional ground for processing in accordance with one of the special category grounds. These include, but are not restricted to, the following:
 - The Data Subject has given explicit consent to the processing of this data for a specified purpose
 - Processing is necessary for carrying out obligations or exercising rights related to employment, social security or social protection law
 - Processing is necessary for health or social care
 - Processing is necessary to protect the vital interest of the Data Subject or, if the Data Subject is incapable of giving consent, the vital interests of another person
 - Processing is necessary for the establishment, exercise or defence of legal claims, or whenever courts are acting in their judicial capacity and
 - Processing is necessary for reasons of substantial public interest under law
- 4.9 The grounds for processing sensitive personal data are set out in the GDPR and expanded on in the Data Protection Act 2018.

DATA SHARING

- 4.10 Data is shared with various third parties for numerous reasons in order that LHA's day to day activities are carried out in accordance with its relevant policies and procedures. In order to monitor compliance by these third parties with Data Protection laws, LHA may require the third party organisations to enter into an Agreement with the Association governing the processing of data, security measures to be implemented and responsibility for any breaches. This will only apply in situations where the third party is a joint controller.
- 4.11 Personal Data is from time-to-time shared amongst LHA and third parties who require to process the same Personal Data as LHA. Whilst LHA and third parties may jointly determine the purposes and means of processing, both LHA and the third party will be processing that data in their individual capacity as data controllers.
- 4.12 Where LHA shares in the processing of Personal Data with a third party organisation (e.g. for processing of an employees' pension), it shall require the third party organisation to enter into a Data Sharing Agreement in accordance with the terms of the agreement set out in **Appendix 2**.
- 4.13 A Data Processor is a third-party entity that processes Personal Data on behalf of LHA and is frequently engaged if certain work is outsourced (e.g. maintenance and repair works).
- 4.14 A Data Processor must comply with Data Protection laws. LHA's Data Processors must ensure that they have appropriate technical security measures in place, maintain records of processing activities and notify the Association if a data breach is suffered.
- 4.15 If a Data Processor wishes to sub-contract their processing, prior written consent must be obtained from LHA. Upon a sub-contracting of processing, the Data Processor will be liable in full for any data protection breaches of their sub-contractors.
- 4.16 Where LHA contracts with a third party to process Personal Data held by the Association, it shall require the third party to enter into a Data Protection Addendum in accordance with the terms of agreement set out in **Appendix 3**.

5.0 DATA STORAGE AND SECURITY

- 5.1 All Personal Data held must be stored securely, whether electronically or a hard copy format.
- 5.2 If Personal Data is stored on paper, it should be kept in a secure place where unauthorised personnel cannot access it. Employees should make sure that no Personal Data is left where unauthorised personnel can access it. When the Personal Data is no longer required, it must be disposed of by the employee, in order to ensure its secure destruction.

If the Personal Data requires to be retained on a physical file, then the employee should ensure that it is affixed to the file, which is then stored in accordance with LHA's storage provision.

- 5.3 Personal Data stored electronically must also be protected from unauthorised use and access. Personal Data should be password protected when being sent internally or externally to LHA's Data Processors or those with whom the Association has entered into a Data Sharing Agreement. If Personal Data is stored on removable media (i.e. CD, DVD, USB memory stick) then that removable media must be encrypted and stored securely at all times, when not in use. Personal Data should not be saved directly to mobile devices and should be stored on designated drives and servers.

6.0 BREACHES

- 6.1 A data breach can occur at any point when handling Personal Data and LHA has reporting duties in the event of a data breach or potential breach occurring. Breaches which pose a risk to the rights and freedoms of the Data Subjects, require to be reported externally in accordance with clause 7.3.
- 6.2 Regarding internal reporting, LHA takes the security of data very seriously and in the event of a breach, will take the following steps:
 - As soon as it becomes known that the breach/potential breach has occurred, and in any event no later than six (6) hours after it has occurred, the Data Protection Officer (DPO) must be notified in writing of (i) the breach; (ii) how it occurred; and (iii) what the likely impact of that breach is on any Data Subject(s)
 - LHA must seek to contain the breach by whichever means available
 - The DPO must consider whether the breach needs to be reported to the ICO and to the Data Subject(s) affected and if so, will carry out these requirements in accordance with this clause 7
 - Notify third parties in accordance with the terms of any applicable Data Sharing Agreements
- 6.3 With respect to reporting to the Information Commissioner's Office ("ICO"), the DPO is required to report any breaches which pose a risk to the rights and freedoms of the Data Subjects to the ICO within 72 hours of the breach occurring. The DPO must also consider whether it is appropriate to notify those Data Subjects affected by the breach.
- 6.4 LHA's Data Breach Incident Plan sets out the procedure to be followed in the event of a Data Breach – **Appendix 4**.

7.0 DATA PROTECTION OFFICER (DPO)

7.1 A DPO is an individual who has an over-arching responsibility and oversight over compliance by LHA with Data Protection laws. LHA has elected to appoint the Planning & Research Manager as DPO and these details will be noted on LHA's website and contained within the Fair Processing Notices at Appendices 1.

7.2 The DPO will be responsible for the following:

- Monitoring LHA's compliance with Data Protection laws and this Policy
- Co-operating with and serving as LHA's nominated contact for any discussions with the ICO
- Reporting breaches/suspected breaches to the ICO and Data Subjects (where appropriate) in accordance with Part 7 hereof

8.0 DATA SUBJECT RIGHTS

8.1 Certain rights are provided to Data Subjects under the GDPR. Data Subjects are entitled to view the Personal Data held about them by LHA, whether in written or electronic form.

8.2 Data Subjects have a right to request a restriction of processing their data, a right to request erasure of their Personal Data and a right to object to LHA's processing of their data. These rights are notified to tenants and other customers in the Fair Processing Notices. Such rights are subject to qualification and are not absolute.

8.3 Data Subjects are permitted to view their Personal Data held by LHA upon making a request to do so (a Subject Access Request). Upon receipt of a request by a Data Subject, LHA must respond to the Subject Access Request within one month from the day after the date of receipt of the request. The Association:

- Must provide the Data Subject with an electronic or hard copy of the Personal Data requested, unless any exemption to the provision of that data applies in law
- Where the Personal Data comprises data relating to other Data Subjects, must take reasonable steps to obtain consent from those Data Subjects to the disclosure of that Personal Data to the Data Subject who has made the Subject Access Request, or
- Where the Association does not hold the Personal Data sought by a Data Subject, LHA must confirm this to the Data Subject as soon as practicably possible and in any event, not later than one month from the day after the date on which the request was made

- 8.4 A Data Subject can exercise their right to erasure (otherwise known as the right to be forgotten) by submitting a request in writing to LHA seeking it to erase the Data Subject's Personal Data in its entirety.
- 8.5 Each request received will require to be considered on its own merits and legal advice will need to be obtained in relation to such requests from time to time. The DPO will have responsibility for accepting or refusing the Data Subject's request in accordance with this policy and will respond in writing to the request.
- 8.6 Requests for erasure will be considered and responded to by LHA, within one month from the day after the date we receive the request.
- 8.7 A Data Subject may request that the Association restrict its processing of their Personal Data, or object to the processing of that data.
- 8.8 In the event of LHA undertaking any direct marketing, a Data Subject has an absolute right to object to processing of this nature by the Association and if a written request to cease processing is received for this purpose, then LHA must do so immediately.
- 8.9 Each request received will require to be considered on its own merits and legal advice may be needed. It is the responsibility of the DPO to accept or refuse the Data Subject's request in accordance with this policy and the DPO will respond in writing to such requests.
- 8.10 A Data Subject may request that LHA rectifies inaccurate Personal Data or that incomplete Personal Data is completed. In such instances, each request will require to be considered on its own merits and legal advice may be required. The DPO is responsible for accepting or refusing the request in accordance with this policy and will respond in writing.

9.0 PRIVACY IMPACT ASSESSMENTS (PIAs)

- 9.1 PIAs are a means of assisting in the identification and reduction of the risks that our operations have on the personal privacy of Data Subjects.
- 9.2 LHA shall:
 - Carry out a PIA before undertaking a project or processing activity which poses a high risk to an individual's privacy. High risk can include, but is not limited to, activities using information relating to health or race, or the implementation of a new IT system for storing and processing Personal Data; and
 - In carrying out a PIA, include a description of the processing activity, its purpose, an assessment of the need for the processing, a summary of the risks identified & the measures that it will take to reduce those risks and details of any security measures that require to be taken to protect the Personal Data

- 9.3 LHA will consult with the ICO in the event that a PIA identifies a high level of risk which cannot be reduced or mitigated. The DPO will be responsible for such reporting, and where a high level of risk is identified by those carrying out the PIA, they must notify the DPO within five (5) working days.

10.0 ARCHIVING, RETENTION AND DESTRUCTION OF DATA

- 10.1 LHA cannot store and retain Personal Data indefinitely and will ensure that it is only retained for the period necessary. LHA shall ensure that all Personal Data is archived and destroyed in accordance with the periods specified in the Data Retention Period Guidelines at **Appendix 5**.

LIST OF APPENDICES

Appendix 1a, 1b & 1c	Fair Processing Notices
Appendix 2	Data Sharing Agreement
Appendix 3	Data Protection Addendum
Appendix 4	Data Breach Incident Plan
Appendix 5	Data Retention Period Guidelines

**GDPR
FAIR PROCESSING NOTICE**



LANARKSHIRE HOUSING ASSOCIATION LIMITED

Fair Processing Notice

(How we use your personal information)

This notice explains what information we collect, when we collect it and how we use this. During the course of our activities we will process personal data (which may be held on paper, electronically, or otherwise) about you and we recognise the need to treat it in an appropriate and lawful manner. The purpose of this notice is to make you aware of how we will handle your information.

Who are we?

Lanarkshire Housing Association Ltd, a Scottish Charity (Scottish Charity Number SC042523), a registered society under the Co-operative and Community Benefit Societies Act 2014 with Registered Number 1941R(S) and having our Registered Office at 191 Brandon Street, Motherwell, ML1 1RS, we take the issue of security and data protection very seriously and strictly adhere to guidelines published in the UK GDPR and Data Protection Act of 2018, (the 2018 Act), together with any domestic laws subsequently enacted.

We are registered as a Data Controller with the Office of the Information Commissioner under registration number Z5205173 and we are the data controller of any personal data that you provide to us.

Our Data Protection Officer is the Association's Planning & Research Manager who can be contacted on 01698 269119.

Any questions relating to this notice and our privacy practices should be sent by post to the Corporate Services Director, Lanarkshire Housing Association Ltd, 191 Brandon Street, Motherwell, ML1 1RS or by email to enquiries@lanarkshireha.com

How we collect information from you and what information we collect

We collect information about you to enable us to perform our contractual obligations. You, in turn, are under a contractual obligation to provide the data requested from you to enable performance of the contract (for example the tenancy agreement or factoring agreement that you are party to):

- when you apply for housing with us, become a tenant, request services/repairs, enter in to a factoring agreement with ourselves, howsoever, arising or otherwise provide us with your personal details;

- when you apply to become a member;
- from your use of our online services, whether to report any tenancy/factor related issues, make a complaint or otherwise;
- from your arrangements to make payment to us (such as bank details, payment card numbers, employment details, benefit entitlement and any other income and expenditure related information)

Under the terms of the tenancy agreement, you are required to provide us with the following information about you:

- Name
- Address
- Telephone Number
- E-mail address
- National Insurance Number
- Next of Kin
- Date of birth
- Power of attorney (if necessary)
- Medical information (if necessary)

We receive the following information from third parties:

- Benefits information, including awards of Housing Benefit/Universal Credit
- Payments made by you to us
- Complaints or other communications regarding behaviour or other alleged breaches of the terms of your contract with us, including information obtained from Police Scotland
- Reports as to the conduct or condition of your tenancy, including references from previous tenancies, and complaints of anti-social behaviour

Why we need this information about you and how it will be used

We need your information and will use this to undertake and perform our obligations and duties to you in accordance with the terms of our contract with you. This includes:

- to enable us to supply you with the services and information which you have requested
- to enable us to respond to your repair request, housing application and complaints made
- to analyse the information we collect so that we can administer, support, improve and develop our business and the services we offer
- to contact you in order to send you details of any changes to our supplies which may affect you
- for all other purposes consistent with the proper performance of our operations and business; and

- to contact you for your views on our products and services

Sharing of Your Information

The information you provide to us will be treated as confidential and will be processed only by our employees within the UK. We may disclose your information to other third parties who act for us for the purposes set out in this notice or for purposes approved by you, including the following:

- If we enter into a joint venture with or merge with another business entity, your information may be disclosed to our new business partners or owners
- If we instruct repair or maintenance works, your information may be disclosed to any contractor
- If we are investigating a complaint, information may be disclosed to Police Scotland, Local Authority departments, Scottish Fire & Rescue Service and others involved in any complaint, whether investigating the complaint or otherwise
- If we are updating tenancy details, your information may be disclosed to third parties (such as utility companies and Local Authority)
- If we are investigating payments made or otherwise, your information may be disclosed to payment processors, Local Authority and the Department for Work and Pensions
- If you fail to meet your payments in accordance with the terms of your contractual obligations, we may share your data with a debt recovery agent in order to ensure that we continue to properly perform our operations and business
- If we are conducting a survey of our products and/or service(s), your information may be disclosed to third parties assisting in the compilation and analysis of the survey results

Unless we have a lawful basis for disclosure, we will not otherwise share, sell or distribute any of the information you provide to us without your consent.

Transfers outside the UK

Your information will only be stored within the UK and all of our data storage services are located locally or in different parts of the UK.

Security

When you give us information we take steps to make sure that your personal information is kept secure and safe.

Our Privacy Policy provides details on how this information is stored and can be viewed on our website at <https://www.lanarkshireha.com>

How long we will keep your information

We review our data retention periods regularly and will only hold your personal data for as long as is necessary for the relevant activity, or as required by law (we may be legally required to hold some types of information), or as set out in any relevant contract we have with you.

We will generally keep your information for the minimum periods and our rule of thumb is that data should not be held five years after the relationship has ended, but we will consider this on a case by case basis. Following the designated timescales, data will be destroyed if it is no longer required for the reasons it was obtained. Our full retention schedule is included as an Appendix to our Privacy Policy and is available from our website or a copy can be requested from our offices at 191 Brandon Street, Motherwell, ML1 1RS.

Your Rights

You have the right at any time to:

- Ask for a copy of the information about you held by us in our records
- Ask us to correct any inaccuracies of fact in your information
- Request that we restrict your data processing
- Data portability
- Rights related to automated decision making including profiling
- Make a request to us to delete what personal data of yours we hold; and
- object to receiving any marketing communications from us

If you would like to exercise any of your rights above, please contact us at enquiries@lanarkshireha.com

You should note, however, that your rights under the UK GDPR and 2018 Act are not absolute and are subject to qualification.

If you have any complaints about the way your data is processed or handled by us, please contact the DPO at enquiries@lanarkshireha.com

If you remain dissatisfied after your complaint has been processed by us, you also have the right to complain to the Information Commissioner's Office in relation to our use of your information. The Information Commissioner's contact details are noted below:

The Information Commissioner's Office - Scotland

45 Melville Street

Edinburgh

EH3 7HL

Telephone: 0303 123 1115

Email : Scotland@ico.org.uk

The accuracy of your information is important to us - please help us keep our records updated by informing us of any changes to your email address and other contact details.

GDPR
EMPLOYEE FAIR PROCESSING NOTICE



LANARKSHIRE HOUSING ASSOCIATION LIMITED
Employee Fair Processing Notice
(How we use your employee information)

This notice explains what information we collect, when we collect it and how we use this. During the course of our activities we will process personal data (which may be held on paper, electronically, or otherwise) about you and we recognise the need to treat it in an appropriate and lawful manner. The purpose of this notice is to make you aware of how we will handle your information.

1. Lanarkshire Housing Association Ltd, is committed to a policy of protecting the rights of individuals with respect to the processing of their personal data and adhere to guidelines published in the UK GDPR and Data Protection Act of 2018, (the 2018 Act) together with any domestic laws subsequently enacted. We collect and use personal data for a variety of reasons.

We are registered as a Data Controller with the Office of the Information Commissioner under registration number Z5205173 and we are the data controller of any personal data that you provide to us.

Our Data Protection Officer (DPO) is the Association's Planning & Research Manager who can be contacted at LHA's offices.

Any questions relating to this notice and our privacy practices should be sent to the DPO by post to Lanarkshire Housing Association Ltd, 191 Brandon Street, Motherwell, ML1 1RS or by email to enquiries@lanarkshireha.com

2. We collect the following information from you through a variety of resources (i) directly from you; or (ii) third parties (including Employment Agencies, pensions service):
 - a. Name
 - b. Date of Birth
 - c. Address
 - d. Telephone Number
 - e. E-mail address
 - f. National Insurance Number
 - g. Bank Account

- h. Pension
- i. Driving Licence
- j. Car Insurance Details
- k. Personal characteristics such as gender and ethnic group
- l. Qualifications
- m. Absence information
- n. Next of Kin
- o. Emergency contact names and numbers

We collect and use the above information and personal data for:

- a. Administration of contracts of employment
 - b. Payment of salaries
 - c. Recruitment and selection
 - d. Pensions and associated benefits, appraisal, training and development
 - e. Membership of professional bodies
 - f. Health & Safety
 - g. Car lease Scheme/Authorised User Allowance/Car Mileage Allowance
3. We may disclose to and share information about you with third parties for the purposes set out in this notice, or for purposes approved by you, including the following:
- To process your monthly salary payments
 - To allow your pension provider to process pensions information and handle your pension
 - To allow your payslips to be produced and issued to you
 - If we enter into a joint venture with or are sold to or merged with another business entity, your information may be disclosed to our new business partners or owners
4. Your information will only be stored within the UK.
5. When you give us information we take steps to make sure that your personal information is kept secure and safe.

Our Privacy Policy provides details on how this information is stored and can be viewed on our website at <https://www.lanarkshireha.com>

6. We review our data retention periods regularly and will only hold your personal data for as long as is necessary for the relevant activity, or as required by law (we may be legally

required to hold some types of information), or as set out in any relevant contract we have with you.

Data retention period guidelines on the information we hold is provided in our Privacy Policy.

7. You have the right at any time to:

- Ask for a copy of the information about you held by us in our records
- Require us to correct any inaccuracies of fact in your information
- Request that we restrict your data processing
- Data portability
- Rights related to automated decision-making, including profiling
- Make a request to us to delete what personal data of yours we hold and
- Object to receiving any marketing communications from us

It should be noted that these rights are qualified and not absolute.

8. If you would like to find out more about how we use your personal data or want to see a copy of information about you that we hold or wish to exercise any of your above rights, please contact the DPO by post at Lanarkshire Housing Association Ltd, 191 Brandon Street, Motherwell, ML1 1RS, or by telephone on 01698 269119, or by email to enquiries@lanarkshireha.com

If you have any complaints about the way your data is processed or handled by us, please contact the DPO by the contact methods detailed above.

If you remain dissatisfied after your complaint has been processed by us, you have the right to complain to the Information Commissioner's Office in relation to our use of your information. The Information Commissioner's contact details are noted below:

The Information Commissioner's Office - Scotland
45 Melville Street
Edinburgh
EH3 7HL
Telephone: 0303 123 1115
Email : Scotland@ico.org.uk

The accuracy of your information is important to us – please help us keep our records updated by informing us of any changes to your personal and contact details.

GDPR
COMMITTEE MEMBER FAIR PROCESSING NOTICE



LANARKSHIRE HOUSING ASSOCIATION LIMITED

Committee Member Fair Processing Notice

(How we use your information)

This notice explains what information we collect, when we collect it and how we use this. During the course of our activities we will process personal data (which may be held on paper, electronically, or otherwise) about you and we recognise the need to treat it in an appropriate and lawful manner. The purpose of this notice is to make you aware of how we will handle your information.

1. Lanarkshire Housing Association Ltd, is committed to a policy of protecting the rights of individuals with respect to the processing of their personal data and adhere to guidelines published in the (UK GDPR and Data Protection Act of 2018, (the 2018 Act) together with any domestic laws subsequently enacted. We collect and use personal data for a variety of reasons.

We are registered as a Data Controller with the Office of the Information Commissioner under registration number Z5205173 and we are the data controller of any personal data that you provide to us.

Our Data Protection Officer (DPO) is the Association's Planning & Research Manager who can be contacted on 01698 269119 or at enquiries@lanarkshireha.com

Any questions relating to this notice and our privacy practices should be sent by post to the DPO at Lanarkshire Housing Association Ltd, 191 Brandon Street, Motherwell, ML1 1RS or by email to enquiries@lanarkshireha.com.

2. We collect the following information from you through a variety of resources (i) directly from you; or (ii) from third parties:
 - a. Name
 - b. Date of Birth
 - c. Address
 - d. Telephone Number
 - e. E-mail address
 - f. National Insurance Number
 - g. Profession
 - h. Personal characteristics such as gender and ethnic group

We collect and use the above information and personal data to undertake and perform our obligations and duties to you in accordance with our policies and procedures for:

- a. Payment of Committee Expenses
 - b. Appraisal, training and development
 - c. Health & Safety
3. We may disclose to and share information about you with third parties for the purposes set out in this notice, or for purposes approved by you, including the following:
- If we enter into a joint venture with or are sold to or merged with another business entity, your information may be disclosed to our new business partners or owners.
4. Your information will only be stored within the UK.
5. When you give us information, we take steps to make sure that your personal information is kept secure and safe.

Our Privacy Policy provides details on how this information is stored and can be viewed on our website at <https://www.lanarkshireha.com>.

6. We review our data retention periods regularly and will only hold your personal data for as long as is necessary for the relevant activity, or as required by law (we may be legally required to hold some types of information), or as set out in any relevant contract we have with you.

Data retention guidelines on the information we hold is contained within our Privacy Policy.

7. You have the right at any time to:
- Ask for a copy of the information about you held by us in our records
 - Require us to correct any inaccuracies in your information
 - Request that we restrict your data processing
 - Data portability
 - Rights related to automated decision-making, including profiling
 - Make a request to us to delete what personal data of yours we hold and
 - Object to receiving any marketing communications from us

It should be noted, however, that these rights are qualified and not absolute.

8. If you would like to find out more about how we use your personal data, want to see a copy of information about you that we hold or wish to exercise any of your above rights, please contact:

The DPO by post at Lanarkshire Housing Association Ltd, 191 Brandon Street, Motherwell, ML1 1RS, or by telephone on 01698 269119, or by email to enquiries@lanarkshireha.com.

If you have any complaints about the way your data is processed or handled by us, please contact the DPO as detailed above.

If you remain dissatisfied after your complaint has been processed by us, you have the right to complain to the Information Commissioner's Office in relation to our use of your information. The Information Commissioner's contact details are noted below:

The Information Commissioner's Office - Scotland
45 Melville Street
Edinburgh
EH3 7HL
Telephone: 0303 123 1115
Email : Scotland@ico.org.uk

The accuracy of your information is important to us – please help us keep our records updated by informing us of any changes to your personal and contact details.

**GDPR
DATA SHARING AGREEMENT**



LANARKSHIRE HOUSING ASSOCIATION LIMITED

Data Sharing Agreement

between

Lanarkshire Housing Association Limited (LHA) a Scottish Charity (Scottish Charity Number (SC04523), a registered society under the Co-operative and Community Benefit Societies Act 2014 with Registered Number 1941R(S) Registered by the Scottish Housing Regulator, Social Landlord Number 202, Registered under the Property Factors (Scotland) Act 2011: Registration Number PF000275 and having their Registered Office at 191 Brandon Street, Motherwell, ML1 1RS;

and

[Insert organisation name, eg company, registered in terms of the Companies Acts with registered number [registered number] and having its registered office/main office at [address] (Party 2) [Drafting note: amend from Party 2 to suitable defined term and will require to be adapted for each individual use]; (Each a "Party" and together the "Parties").

WHEREAS

- (a) The Association and *[Insert name of Party 2]* intend that this data sharing agreement will form the basis of the data sharing arrangements between the parties (the "Agreement"); and
- (b) The intention of the Parties is that they shall each be independent Data Controllers in respect of the Data that they process under this Agreement.
- (c) Nothing in this Agreement shall alter, supersede, or in any other way affect the terms of *(insert details of relationship/contract with Party 2.)*

NOW THEREFORE IT IS AGREED AS FOLLOWS:

1 DEFINITIONS

- 1.1 In construing this Agreement, capitalised words and expressions shall have the meaning set out opposite:

"Agreement" means this Data Sharing Agreement, as amended from time to time in accordance with its terms, including the Schedule;

"Business Day" means any day which is not a Saturday, a Sunday or a bank or public holiday throughout Scotland;

"Data" means the information which contains Personal Data and Sensitive Personal Data (both of which have the definition ascribed to them in Data Protection Law) described in Part 1;

"Data Controller" has the meaning set out in Data Protection Law;

"Disclosing Party" means the Party (being either the Association or Party 2], as appropriate) disclosing Data (or on behalf of whom Data is disclosed to the Data Recipient);

"Data Protection Law" means Law relating to data protection, the processing of personal data and privacy from time to time, including:

- (a) the Data Protection Act 2018
- (b) The UK GDPR ("GDPR") and
- (c) any legislation that, in respect of the United Kingdom, replaces, or enacts into United Kingdom domestic law, the proposed Regulation on Privacy and Electronic Communications or any other law relating to data protection, the processing of personal data and privacy as a consequence of the United Kingdom leaving the European Union

"Data Recipient" means the party (being either LHA or Party 2, as appropriate) to whom Data is disclosed;

"Data Subject" means any identifiable individual to whom any Data relates: and the categories of data subjects within the scope of this Agreement are listed in Part 1;

"Data Subject Request" means a written request of either party as Data Controller by or on behalf of a Data Subject to exercise any rights conferred by Data Protection Law in relation to the data or the activities of the parties contemplated by this Agreement;

"Disclosing Party" means the party (being either the LHA or Party 2, as appropriate) disclosing Data to the Data Recipient;

"Information Commissioner" means the UK Information Commissioner and any successor;

"Law" means any statute, directive, other legislation, law or regulation in whatever form, delegated act (under any of the foregoing), rule, order of any court having valid jurisdiction or other binding restriction, decision or guidance in force from time to time;

"Legal Basis" means in relation to either Party, the legal basis for sharing the Data as described in this agreement;

"Purpose" means the purpose referred to in Part 2;

"Representatives" means, as the context requires, the representative of the Association and/or the representative of (Party 2) as detailed in Part 4 of the Schedule. The same may be changed from time to time on notice in writing by the relevant Party to the other Party;

"Schedule" means the Schedule in 6 Parts annexed to this Agreement and a reference to a "Part" is to a Part of the Schedule; and

"Security Measures" has the meaning given to that term in the agreement

1.2 In this Agreement unless the context otherwise requires:

1.2.1 Words and expressions defined in Data Protection Law shall have the same meanings in this Agreement so that, in the case of Data Protection Law, words and expressions shall be interpreted in accordance with:

- (a) the Data Protection Act 1998, in respect of processing undertaken on or before 24 May 2018
- (b) the UK General Data Protection Regulation, in respect of processing undertaken on or after 25 May 2018; and
- (c) in respect of processing undertaken on or after the date on which legislation comes into force that replaces, or enacts into United Kingdom domestic law, the UK General Data Protection Regulation, that legislation

1.2.2 More generally, references to statutory provisions include those statutory provisions as amended, replaced, re-enacted for the time being in force and shall include any bye-laws, statutory instruments, rules, regulations, orders,

notices, codes of practice, directions, consents or permissions and guidelines (together with any conditions attached to the foregoing) made thereunder;

2 DATA SHARING - Purpose and Legal Basis

- 2.1 The Parties agree to share the Data for the Purpose in accordance with the provisions of Part 2 of the Schedule.
- 2.2 Save as provided for in this Agreement, the Parties agree not to use any Data disclosed in terms of this Agreement in a way that is incompatible with the Purpose.
- 2.3 Each Party shall ensure that it processes the Data fairly and lawfully in accordance with Data Protection Law and each Party as Disclosing Party warrants to the other Party in relation to any Data disclosed, that such disclosure is justified by a Legal Basis.

Parties Relationship

- 2.4 The Parties agree that the relationship between them is such that any processing of the Data shall be on a Data Controller to Data Controller basis. The Data Recipient agrees that:
 - 2.4.1 it is a separate and independent Data Controller in respect of the Data that it processes under this Agreement, and that the Parties are separately and individually responsible for compliance with Data Protection law;
 - 2.4.2 it is responsible for complying with the obligations incumbent on it as a Data Controller under Data Protection Law (including responding to any Data Subject Request);
 - 2.4.3 it shall comply with its obligations under Part 6 of the Schedule;
 - 2.4.4 it shall not transfer any of the Data outside the United Kingdom except to the extent agreed by the Disclosing Party;
 - 2.4.5 Provided that where the Data has been transferred outside the United Kingdom, the Disclosing Party may require that the Data is transferred back to within the United Kingdom:
 - (a) on giving not less than 3 months' notice in writing to that effect; or
 - (b) at any time in the event of a change in Law which makes it unlawful for the Data to be processed in the jurisdiction outside the United Kingdom where it is being processed; and
 - 2.4.6 it shall implement appropriate technical and organisational measures including the security measures set out in Part 5 of the Schedule (the

"Security Measures"), so as to ensure an appropriate level of security is adopted to mitigate the risks associated with its processing of the Data, including against unauthorised or unlawful processing, accidental or unlawful destruction, loss, alteration, unauthorised disclosure of or damage or access to such Data.

- 2.5 The Disclosing Party undertakes to notify in writing the other as soon as practicable if an error is discovered in Data which has been provided to the Data Recipient, to ensure that the Data Recipient is then able to correct its records. This will happen whether the error is discovered through existing Data quality initiatives or is flagged up through some other route (such as the existence of errors being directly notified to the Disclosing Party by the Data Subjects themselves).

Transferring Data

- 2.6 Subject to the Data Recipient's compliance with the terms of this Agreement, the Disclosing Party undertakes to endeavour to provide the Data to the Data Recipient on a non-exclusive basis in accordance with the transfer arrangements detailed in Part 3 of the Schedule.

3 BREACH NOTIFICATION

- 3.1 Each Party shall, promptly (and, in any event, no later than 12 hours after becoming aware of the breach or suspected breach) notify the other party in writing of any breach or suspected breach of any of that Party's obligations in terms of Clauses 1 and/or 2 and of any other unauthorised or unlawful processing of any of the Data and any other loss or destruction of or damage to any of the Data. Such notification shall specify (at a minimum):
- 3.1.1 the nature of the personal data breach or suspected breach;
 - 3.1.2 the date and time of occurrence;
 - 3.1.3 the extent of the Data and Data Subjects affected or potentially affected, the likely consequences of any breach (in the case of a suspected breach, should it have occurred) for Data Subjects affected by it and any measures taken or proposed to be taken by the that party to contain the breach or suspected breach; and
 - 3.1.4 any other information that the other Party shall require in order to discharge its responsibilities under Data Protection Law in relation to such breach or suspected breach.

- 3.2 The Party who has suffered the breach or suspected breach shall thereafter promptly, at the other Party's expense (i) provide the other Party with all such information as the other Party reasonably requests in connection with such breach or suspected breach; (ii) take such steps as the other Party reasonably requires it to take to mitigate the detrimental effects of any such breach or suspected breach on any of the Data Subjects and/or on the other Party; and (iii) otherwise cooperate with the other Party in investigating and dealing with such breach or suspected breach and its consequences.
- 3.3 The rights conferred under this Clause 3 are without prejudice to any other rights and remedies for breach of this Agreement whether in contract or otherwise in law.

4 DURATION, REVIEW AND AMENDMENT

- 4.1 This Agreement shall come into force immediately on being executed by all the Parties and continue *for (insert termination: this will be when Parties cease sharing data in terms of contractual relationship with each other)*, indefinitely, unless terminated earlier by the Disclosing Party in accordance with Clause 4.5.
- 4.2 This Agreement will be reviewed one year after it comes into force and every two years thereafter until termination or expiry in accordance with its terms.
- 4.3 In addition to these scheduled reviews and without prejudice to Clause 4.5, the Parties will also review this Agreement and the operational arrangements which give effect to it, if any of the following events takes place:
- 4.3.1 the terms of this Agreement have been breached in any material aspect, including any security breach or data loss in respect of Data which is subject to this Agreement; or
- 4.3.2 the Information Commissioner or any of his or her authorised staff recommends that the Agreement be reviewed.
- 4.4 Any amendments to this Agreement will only be effective when contained within a formal amendment document, which is formally executed in writing by both Parties.
- 4.5 In the event that the Disclosing Party has any reason to believe that the Data Recipient is in breach of any of its obligations under this Agreement, the Disclosing Party may at its sole discretion:

- 4.5.1 suspend the sharing of Data until such time as the Disclosing Party is reasonably satisfied that the breach will not re-occur; and/or
 - 4.5.2 terminate this Agreement immediately by written notice to the Data Recipient if the Data Recipient commits a material breach of this Agreement which (in the case of a breach capable of a remedy) it does not remedy within five (5) Business Days of receiving written notice of the breach.
- 4.6 Where the Disclosing Party exercises its rights under this Agreement, it may request the return of the Data (in which case the Data Recipient shall, no later than fourteen (14) days after receipt of such a written request from the Disclosing Party, at the Disclosing Party's option, return or permanently erase/destroy all materials held by or under the control of the Data Recipient which contain or reflect the Data and shall not retain any copies, extracts or other reproductions of the Data either in whole or in part and shall confirm having done so to the other Party in writing), save that the Data Recipient will be permitted to retain one copy for the purpose of complying with, and for so long as required by, any law or judicial or administrative process or for its legitimate internal compliance and/or record keeping requirements.

5 LIABILITY

- 5.1 Nothing in this Agreement limits or excludes the liability of either Party for:
- 5.1.1 death or personal injury resulting from its negligence; or
 - 5.1.2 any damage or liability incurred as a result of fraud by its personnel; or
 - 5.1.3 any other matter to the extent that the exclusion or limitation of liability for that matter is not permitted by law.
- 5.2 The Data Recipient indemnifies the Disclosing Party against any losses, costs, damages, awards of compensation, any monetary penalty notices or administrative fines for breach of Data Protection Law and/or expenses (including legal fees and expenses) suffered, incurred by the Disclosing Party, or awarded, levied or imposed against the other party, as a result of any breach by the Data Recipient of its obligations under this Agreement. Any such liability arising from the terms of this Clause 5.2 is limited to £1,000,000(One Million STERLING) in the aggregate for the duration of this Agreement.
- 5.3 Subject to Clauses 5.1 and 5.3 above
- 5.3.1 each Party excludes all liability for breach of any conditions implied by law (including any conditions of accuracy, security, completeness, satisfactory

quality, fitness for purpose, freedom from viruses, worms, trojans or other hostile computer programs, non-infringement of proprietary rights and the use of reasonable care and skill) which but for this Agreement might have effect in relation to the Data;

5.3.2 neither Party shall in any circumstances be liable to the other party for any actions, claims, demands, liabilities, damages, losses, costs, charges and expenses that the other party may suffer or incur in connection with, or arising (directly or indirectly) from, any use of or reliance on the Data provided to them by the other Party; and

5.3.3 use of the Data by both Parties is entirely at their own risk and each party shall make its own decisions based on the Data, notwithstanding that this Clause shall not prevent one party from offering clarification and guidance to the other party as to appropriate interpretation of the Data.

6 DISPUTE RESOLUTION

6.1 The Parties hereby agree to act in good faith at all times to attempt to resolve any dispute or difference relating to the subject matter of, and arising under, this Agreement.

6.2 If the Representatives dealing with a dispute or difference are unable to resolve this themselves within twenty (20) Business Days of the issue arising, the matter shall be escalated to the following individuals in Part 4 of the Schedule identified as escalation points who will endeavour in good faith to resolve the issue.

6.3 In the event that the Parties are unable to resolve the dispute amicably within a period of twenty (20) Business Days from the date on which the dispute or difference was escalated in terms of this Agreement, the matter may be referred to a mutually agreed mediator. If the identity of the mediator cannot be agreed, a mediator shall be chosen by the Dean of the Royal Faculty of Procurators in Glasgow.

6.4 If mediation fails to resolve the dispute or if the chosen mediator indicates that the dispute is not suitable for mediation, and the Parties remain unable to resolve any dispute or difference in accordance with Clauses 6.1 to 6.3, then either Party may, by notice in writing to the other Party, refer the dispute for determination by the courts in accordance with Clause 8.

6.5 The provisions of Clauses 6.1 to 6.4 do not prevent either Party from applying for an interim court order whilst the Parties attempt to resolve a dispute.

7 NOTICES

7.1 Any Notices to be provided in terms of this Agreement must be provided in writing and addressed to the relevant Party in accordance with the contact details noted in Part 4 of the Schedule, and will be deemed to have been received (i) if delivered personally, on the day of delivery; (ii) if sent by first class post or other next working day delivery, the second day after posting; (iii) if by courier, the date and time the courier's delivery receipt is signed; or (iv) if by fax, the date and time of the fax receipt.

8 GOVERNING LAW

8.1 This Agreement and any dispute or claim arising out of or in connection with it or its subject matter or formation (including non-contractual disputes or claims) (a "**Dispute**") shall, in all respects, be governed by and construed in accordance with the law of Scotland. Subject to Clause 6, the Parties agree that the Scottish Courts shall have exclusive jurisdiction in relation to any Dispute.

IN WITNESS WHEREOF these presents consisting of this and the preceding pages together with the Schedule in 6 parts hereto are executed by the Parties hereto as follows:

On behalf of Lanarkshire Housing Association Limited
at LHA offices 191 Brandon Street, Motherwell, ML1 1RS

on
by

Print Full Name

Authorised Signatory

before this witness

Print Full Name

Witness

Address

On behalf of (Party 2)

at

on
by

Print Full Name

Authorised Signatory

before this witness

Print Full Name

Witness

Address

THIS IS THE SCHEDULE REFERRED TO IN THE FOREGOING DATA SHARING AGREEMENT BETWEEN LHA AND PARTY 2]

LANARKSHIRE HOUSING ASSOCIATION
SCHEDULE PART 1 – DATA

Drafting Note: This Part should contain details of the Personal Data to be shared between Parties and will need to be populated on a case by case basis, when utilising this agreement.

DATA SUBJECTS

For the purposes of this Agreement, Data Subjects are all living persons about whom information is transferred between the Parties.

SCHEDULE PART 2 – PURPOSE AND LEGAL BASIS FOR PROCESSING

Purpose

The Parties are exchanging Data to allow *[insert details]*.

Legal Basis

(insert details - this will require specific requirements to be drafted in to this Agreement depending on the relationship between the Association and Party 2]

SCHEDULE PART 3 – DATA TRANSFER RULES

Information exchange can only work properly in practice if it is provided in a format which the Data Recipient it can utilise. It is also important that the Data is disclosed in a manner which ensures that no unauthorised reading, copying, altering or deleting of personal data occurs during electronic transmission or transportation of the Data. The Parties therefore agree that to the extent that data is physically transported, the following media are used:

- Face to face
- Secure email
- Courier
- Encrypted removable media
- Secure Web portal

The data is encrypted, with the following procedure(s):

- Secure log in
- Password protected files
- Encrypted USB drivers.

SCHEDULE PART 4 – REPRESENTATIVES

Contact Details

Name: Lanarkshire Housing Association Limited
Job Title:
Address: 191 Brandon Street, Motherwell, ML1 1RS
E-mail: enquiries@lanarkshireha.com
Telephone Number: 01698 269119

[Party 2]

Name:
Job Title:
Address:
E-mail:
Telephone Number:

SCHEDULE PART 5 – SECURITY MEASURES

1 The Parties shall each implement an organisational information security policy.

2 Physical Security

2.1 Any use of data processing systems by unauthorised persons must be prevented by means of appropriate technical (keyword / password protection) and organisational (user master record) access controls regarding user identification and authentication. Any hacking into the systems by unauthorised persons must be prevented. Specifically, the following technical and organisational measures are in place:

The unauthorised use of IT systems is prevented by:

- User ID
- Password assignment
- Lock screen with password activation
- Each authorised user has a private password known only to themselves
- Regular prompts for password amendments

The following additional measures are taken to ensure the security of any Data:

- Network Username
- Network Password
- Application Username
- Application Password
- Application Permissions and access restricted to those who require it (*Drafting Note: this is no longer recommended and may be deleted*)

3 Disposal of Assets

3.1 Where information supplied by a Party no longer requires to be retained, any devices containing Personal Data should be physically destroyed or the information should be destroyed, deleted or overwritten using techniques to make the original information non-retrievable, rather than using the standard delete or format function.

4 Malicious software and viruses

Each Party must ensure that:

4.1.1 PCs used in supporting the service are supplied with anti-virus software and anti-virus and security updates are promptly applied.

- 4.1.2 All files received by one Party from the other are scanned to ensure that no viruses are passed.
- 4.1.3 The Parties must notify each other of any virus infections that could affect their systems on Data transfer.

SCHEDULE PART 6 – DATA GOVERNANCE

Data accuracy

The Disclosing Party shall make reasonable efforts to ensure that Data provided to the Data Recipient is accurate, up-to-date and relevant.

In the event that any information, in excess of information reasonably required in order to allow both organisations to comply with their obligations, is shared, the Data Recipient will notify the other party immediately and arrange the secure return of the information and secure destruction of any copies of that information.

Data retention and deletion rules

The Parties shall independently determine what is appropriate in terms of their own requirements for data retention.

Both Parties acknowledge that Data that is no longer required by either organisation will be securely removed from its systems and any printed copies securely destroyed.

GDPR
DATA PROTECTION ADDENDUM



LANARKSHIRE HOUSING ASSOCIATION LTD

Data Protection Addendum

between

Lanarkshire Housing Association Limited (LHA) a Scottish Charity (Scottish Charity Number (SC04523), a registered society under the Co-operative and Community Benefit Societies Act 2014 with Registered Number 1941R(S) Registered by the Scottish Housing Regulator, Social Landlord Number 202, Registered under the Property Factors (Scotland) Act 2011: Registration Number PF000275 and having their Registered Office at 191 Brandon Street, Motherwell, ML1 1RS;

and

Contractor/ Consultant organisation name and address - registered in terms of the Companies Acts with registered number [*registered number*] and having its registered office/main office at [*address*] (the "Processor")

(each a "**Party**" and together the "**Parties**")

WHEREAS

[Further detail will require to be inserted here to confirm relationship between Parties to the Agreement. This will depend on the precise nature of relationship so will require to be adapted for every individual use of this model Agreement.]

- (a) The Association and the Processor have entered in to an agreement/ contract to [*insert detail*] (hereinafter the "Principal Agreement"/"Principal Contract");
- (b) This Data Protection Addendum forms part of the Principal Agreement/Principal Contract (*delete as appropriate*); and
- (c) In consideration of the mutual obligations set out herein, the Parties hereby agree that the terms and conditions set out below shall be added as an Addendum to the Principal Agreement. Except where the context requires otherwise, references in this Addendum to the Principal Agreement are to the Principal Agreement as amended by, and including, this Addendum.

1. DEFINITIONS

- 1.1 The terms used in this Addendum shall have the meanings set forth in this Addendum. Capitalised terms not otherwise defined herein shall have the meaning given to them in the Principal Agreement. Except as modified below, the terms of the Principal Agreement/Contract shall remain in full force and effect. In this Addendum, the

following terms shall have the meanings set out below and cognate terms shall be construed accordingly:

- 1.1.1 **"Applicable Laws"** means (a) Data Protection Act 2018 (DPA 2018) (b) the UK General Data Protection Regulation ("GDPR") and (c) any other applicable law with respect to any Association Personal Data in respect of which any Company Group Member is subject to any other Data Protection Laws;
- 1.1.2 **"Association Personal Data"** means any Personal Data Processed by a Contracted Processor on behalf of the Association pursuant to or in connection with the Principal Agreement/Contract;
- 1.1.3 **"Contracted Processor"** means Processor or a Sub processor;
- 1.1.4 **"Data Protection Laws"** means UK Data Protection Laws and, to the extent applicable, the data protection or privacy laws of any other country;
- 1.1.5 **"EEA"** means the European Economic Area;
- 1.1.6 **"GDPR"** means UK General Data Protection Regulation;
- 1.1.7 **"Restricted Transfer"** means:
 - 1.1.7.1 *a transfer of Association Personal Data from the Association to a Contracted Processor; or*
 - 1.1.7.2 *an onward transfer of Association Personal Data from a Contracted Processor to a Contracted Processor, or between two establishments of a Contracted Processor,*in each case, where such transfer would be prohibited by Data Protection Laws (or by the terms of data transfer agreements put in place to address the data transfer restrictions of Data Protection Laws);
- 1.1.8 **"Services"** means the services and other activities to be supplied to or carried out by or on behalf of the Processor for the Association pursuant to the Principal Agreement/ Contract;
- 1.1.9 **"Subprocessor"** means any person (including any third party and any , but excluding an employee of Processor or any of its sub-contractors) appointed by or on behalf of Processor which is engaged in the Processing of Personal Data on behalf of the Association in connection with the Principal Agreement/Contract; and
- 1.2 The terms, **"Commission"**, **"Controller"**, **"Data Subject"**, **"Personal Data"**, **"Personal Data Breach"**, **"Processing"** and **"Supervisory Authority"** shall have the same meaning as in the GDPR, and their related terms shall be construed accordingly.
- 1.3 The word "include" shall be construed to mean include without limitation, and cognate terms shall be construed accordingly.

2. PROCESSING OF ASSOCIATION PERSONAL DATA

2.1 The Processor shall:

2.1.1 comply with all applicable Data Protection Laws in the Processing of Association Personal Data; and

2.1.2 not Process Association Personal Data other than on the Association's documented instructions unless Processing is required by Applicable Laws to which the relevant Contracted Processor is subject, in which case the Processor shall to the extent permitted by Applicable Laws inform the Association of that legal requirement before the relevant Processing of that Personal Data.

2.2 The Association

2.2.1 Instructs the Processor (and authorises Processor to instruct each Subprocessor) to:

2.2.1.1 Process Association Personal Data; and

2.2.1.2 In particular, transfer Association Personal Data to any country or territory,

as reasonably necessary for the provision of the Services and consistent with the Principal Agreement/Contract; and

2.2.2 warrants and represents that it is and will at all relevant times remain duly and effectively authorised to give the instruction set out in section 2.2.1.

2.3 The Schedule to this Addendum sets out certain information regarding the Contracted Processors' Processing of the Association Personal Data as required by the GDPR (and, possibly, equivalent requirements of other Data Protection Laws). The Association may make reasonable amendments to the Schedule by written notice to Processor from time to time as the Association reasonably considers necessary to meet those requirements. Nothing in the Schedule (including as amended pursuant to this section 2.3) confers any right or imposes any obligation on any party to this Addendum.

3. PROCESSOR AND PERSONNEL

The Processor shall take reasonable steps to ensure the reliability of any employee, agent or contractor of any Contracted Processor who may have access to the Association Personal Data, ensuring in each case that access is strictly limited to those individuals who need to know / access the relevant Association Personal Data, as strictly necessary for the purposes of the Principal Agreement, and to comply with Applicable Laws in the context of that individual's duties to the Contracted Processor, ensuring that all such individuals are subject to confidentiality undertakings or professional or statutory obligations of confidentiality.

4. SECURITY

- 4.1 Taking into account the state of the art, the costs of implementation and the nature, scope, context and purposes of Processing as well as the risk of varying likelihood and severity for the rights and freedoms of natural persons, the Processor shall in relation to the Association Personal Data implement appropriate technical and organizational measures to ensure a level of security appropriate to that risk, including, as appropriate, the measures referred to in the GDPR.
- 4.2 In assessing the appropriate level of security, the Processor shall take account in particular of the risks that are presented by Processing, in particular from a Personal Data Breach.

5. SUBPROCESSING

- 5.1 The Association authorises the Processor to appoint (and permit each Subprocessor appointed in accordance with this section 5 to appoint) Subprocessors in accordance with this section 5 and any restrictions in the Principal Agreement.
- 5.2 The Processor may continue to use those Subprocessors already engaged by the Processor as at the date of this Addendum, subject to the Processor in each case as soon as practicable meeting the obligations set out in section 5.4.
- 5.3 The Processor shall give the Association prior written notice of its intention to appoint a Subprocessor, including full details of the Processing to be undertaken by the Subprocessor. The Processor shall not appoint (nor disclose any Association Personal Data to) the proposed Subprocessor except with the prior written consent of the Association.
- 5.4 With respect to each Subprocessor, the Processor or the relevant shall:
- 5.4.1 before the Subprocessor first Processes Association Personal Data (or, where relevant, in accordance with section 5.2), carry out adequate due diligence to ensure that the Subprocessor is capable of providing the level

of protection for Association Personal Data required by the Principal Agreement;

5.4.2 ensure that the arrangement between on the one hand (a) the Processor, or (b) the relevant intermediate Subprocessor; and on the other hand the Subprocessor, is governed by a written contract including terms which offer at least the same level of protection for Association Personal Data as those set out in this Addendum and meet the requirements in the GDPR;

5.4.3 if that arrangement involves a Restricted Transfer, ensure that the Standard Contractual Clauses are at all relevant times incorporated into the agreement between on the one hand (a) the Processor or (b) the relevant intermediate Subprocessor; and on the other hand the Subprocessor, or before the Subprocessor first Processes Association Personal Data; and

5.4.4 provide to the Association for review such copies of the Contracted Processors' agreements with Subprocessors (which may be redacted to remove confidential commercial information not relevant to the requirements of this Addendum) as the Association may request from time to time.

5.5 The Processor shall ensure that each Subprocessor performs the obligations under sections 2.1, 3, 4, 6.1, 7.2, 8 and 10.1, as they apply to Processing of Association Personal Data carried out by that Subprocessor, as if it were party to this Addendum in place of the Processor.

6. DATA SUBJECT RIGHTS

6.1 Taking into account the nature of the Processing, the Processor shall assist the Association by implementing appropriate technical and organisational measures, insofar as this is possible, for the fulfilment of the Association's obligations to respond to requests to exercise Data Subject rights under the Data Protection Laws.

6.2 The Processor shall:

6.2.1 promptly notify the Association if any Contracted Processor receives a request from a Data Subject under any Data Protection Law in respect of Association Personal Data; and

6.2.2 ensure that the Contracted Processor does not respond to that request except on the documented instructions of the Association or as required by Applicable Laws to which the Contracted Processor is subject, in which case the Processor shall to the extent permitted by Applicable Laws, inform the Association of that legal requirement before the Contracted Processor responds to the request.

7. PERSONAL DATA BREACH

- 7.1 The Processor shall notify the Association without undue delay upon the Processor or any Subprocessor becoming aware of a Personal Data Breach affecting the Association Personal Data, providing the Association with sufficient information to allow it to meet any obligations to report or inform Data Subjects of the Personal Data Breach under the Data Protection Laws.
- 7.2 The Processor shall co-operate with the Association and at its own expense take such reasonable commercial steps as are directed by the Association to assist in the investigation, mitigation and remediation of each such Personal Data Breach.

8. DATA PROTECTION IMPACT ASSESSMENT AND PRIOR CONSULTATION

The Processor shall provide reasonable assistance to the Association with any data protection impact assessments, and prior consultations with Supervising Authorities or other competent data privacy authorities, which the Association reasonably considers to be required by the GDPR or equivalent provisions of any other Data Protection Law, in each case solely in relation to Processing of Association Personal Data by, and taking into account the nature of the Processing and information available to, the Contracted Processors.

9. DELETION OR RETURN OF ASSOCIATION PERSONAL DATA

- 9.1 Subject to sections 9.2 and 9.3, the Processor shall promptly and in any event within seven (7) days of the date of cessation of any Services involving the Processing of Association Personal Data (the "Cessation Date"), delete and procure the deletion of all copies of those Company Personal Data.
- 9.2 Subject to section 9.3, the Association may in its absolute discretion by written notice to the Processor within seven (7) days of the Cessation Date require the Processor to (a) return a complete copy of all Association Personal Data to the Association by secure file transfer in such format as is reasonably notified by the Association to the Processor; and (b) delete and procure the deletion of all other copies of Association Personal Data Processed by any Contracted Processor. The Processor shall comply with any such written request within seven (7) days of the Cessation Date.
- 9.3 Each Contracted Processor may retain Association Personal Data to the extent required by Applicable Laws and only to the extent and for such period as required by Applicable Laws and always provided that the Processor shall ensure the confidentiality of all such Company Personal Data and shall ensure that such Company Personal Data is only Processed as necessary for the purpose(s) specified in the Applicable Laws requiring its storage and for no other purpose.

9.4 Processor shall provide written certification to the Association that it has fully complied with this section 9 within fourteen (14) days of the Cessation Date.

10. AUDIT RIGHTS

10.1 Subject to sections 10.2 and 10.3, the Processor shall make available to the Association on request all information necessary to demonstrate compliance with this Addendum, and shall allow for and contribute to audits, including inspections, by the Association or an auditor mandated by the Association in relation to the Processing of the Association Personal Data by the Contracted Processors.

10.2 Information and audit rights of the Association only arise under section 10.1 to the extent that the Principal Agreement/Contract does not otherwise give them information and audit rights meeting the relevant requirements of Data Protection Laws..

10.3 Where carrying out an audit of Personal Data, the Association shall give the Processor reasonable notice of any audit or inspection to be conducted under section 10.1 and shall make (and ensure that each of its mandated auditors makes) reasonable endeavours to avoid causing (or, if it cannot avoid, to minimise) any damage, injury or disruption to the Contracted Processors' premises, equipment, personnel and business while its personnel are on those premises in the course of such an audit or inspection. A Contracted Processor need not give access to its premises for the purposes of such an audit or inspection:

10.3.1 to any individual unless they produce reasonable evidence of identity and authority; or

10.3.2 outside normal business hours at those premises, unless the audit or inspection needs to be conducted on an emergency basis and the Association undertaking an audit has given notice to the Processor that this is the case before attendance outside those hours begins

11. GENERAL TERMS - GOVERNING LAW AND JURISDICTION

11.1 The Parties hereby submit to the choice of jurisdiction stipulated in the Principal Agreement/Contract with respect to any disputes or claims howsoever arising under this Addendum, including disputes regarding its existence, validity or termination or the consequences of its nullity; and

11.2 This Addendum and all non-contractual or other obligations arising out of or in connection with it are governed by the laws of the country or territory stipulated for this purpose in the Principal Agreement/Contract.

Order of precedence

- 11.3 Nothing in this Addendum reduces the Processor's obligations under the Principal Agreement/Contract in relation to the protection of Personal Data or permits the Processor to Process (or permit the Processing of) Personal Data in a manner which is prohibited by the Principal Agreement/Contract.
- 11.4 Subject to section 11.2, with regard to the subject matter of this Addendum, in the event of inconsistencies between the provisions of this Addendum and any other agreements between the parties, including the Principal Agreement/Contract and including (except where explicitly agreed otherwise in writing, signed on behalf of the parties) agreements entered into or purported to be entered into after the date of this Addendum, the provisions of this Addendum shall prevail.

Changes in Data Protection Laws, etc.

- 11.5 The Association may:
 - 11.5.1 by giving at least twenty eight (28) days' written notice to the Processor, from time to time make any variations to the terms of the Addendum which are required, as a result of any change in, or decision of a competent authority under, that Data Protection Law, to allow those Restricted Transfers to be made (or continue to be made) without breach of that Data Protection Law; and
 - 11.5.2 propose any other variations to this Addendum which the Association reasonably considers to be necessary to address the requirements of any Data Protection Law.

Severance

- 11.6 Should any provision of this Addendum be invalid or unenforceable, then the remainder of this Addendum shall remain valid and in force. The invalid or unenforceable provision shall be either (i) amended as necessary to ensure its validity and enforceability, while preserving the parties' intentions as closely as possible or, if this is not possible, (ii) construed in a manner as if the invalid or unenforceable part had never been contained therein.

IN WITNESS WHEREOF, this Addendum is entered into and becomes a binding part of the Principal Agreement with effect from the date first set out above.

On behalf of **Lanarkshire Housing Association Limited**
at **LHA offices 191 Brandon Street, Motherwell, ML1 1RS**

on
by

Print Full Name

Authorised Signatory

before this witness

Print Full Name

Witness

Address

On behalf of the Processor

at

on
by

Print Full Name

Authorised Signatory

before this witness

Print Full Name

Witness

Address

DATA BREACH INCIDENT PLAN



DATA BREACH INCIDENT PLAN

(*Note Lanarkshire Housing Association hereinafter referred to as LHA)

1. BACKGROUND

- 1.1. LHA collects, holds, processes and shares personal data. This personal data is a valuable resource and it needs to be suitably protected.
- 1.2. Every care is taken to protect personal data from incidents (either accidentally or deliberately) to avoid a data protection breach that could compromise security. Any compromise of information, confidentiality, integrity or availability may result in harm to individual(s), reputational damage, a detrimental effect on service provision, legislative non-compliance, and/or financial costs.
- 1.3. This Plan defines the approach to be taken in relation to a breach of data handling and it should be read in conjunction with the Privacy Policy.

2. PURPOSE AND SCOPE

- 2.1. Under Data Protection legislation, LHA is obliged to have in place a framework designed to ensure the security of all personal data during its lifecycle. This Plan sets out the procedure to be followed to ensure a consistent and effective approach is in place for managing data breach and information security across the organisation.
- 2.2. This Plan relates to all personal and special categories (sensitive data) held by LHA regardless of format.
- 2.3. This Plan applies to all staff and Committee of LHA. This includes temporary, casual or agency staff and contractors, consultants, suppliers and data processors working for, or on behalf of LHA.

3. DEFINITIONS/TYPES OF BREACH

- 3.1. For the purpose of this Plan, data security breaches include both confirmed and suspected incidents.
- 3.2. An incident in the context of this Plan is an event or action which may compromise the confidentiality, integrity or availability of systems or data, either accidentally or deliberately, and has caused or has the potential to cause damage to LHA's information assets and/or reputation.
- 3.3. An incident includes, but is not limited to, the following:

- Loss or theft of confidential or sensitive data or equipment on which such data is stored (e.g. loss of laptop, USB stick, tablet/mobile device or paper record)
- Equipment theft or failure
- System failure
- Unauthorised use of, access to or modification of data or information systems
- Attempts (failed or successful) to gain unauthorised access to information or IT system(s)
- Unauthorised disclosure of sensitive/confidential data
- Website defacement
- Hacking attack
- Unforeseen circumstances such as a fire or flood
- Human error
- Any offence where information is obtained through deception of the organisation that may hold LHA's personal data

4. REPORTING AN INCIDENT

- 4.1. Any individual who accesses, uses or manages LHA's information is responsible for reporting data breach and information security incidents immediately, and no later than 6 hours after the occurrence, to the Data Protection Officer (DPO).
- 4.2. If the breach is discovered outside normal working hours, it must be reported as soon as is practicable.
- 4.3. The report must include full and accurate details of the incident, when the breach occurred (dates and times) who is reporting it, if the data relates to people, the nature of the information, and how many individuals are involved. An Incident Report Form should be completed as part of the reporting process (**APPENDIX 1**).

5. CONTAINMENT AND RECOVERY

- 5.1. The DPO will firstly establish through investigation if the breach is still occurring. If so, the appropriate steps will be taken immediately to minimise the effect of the breach.

- 5.2. The DPO, after consulting with the appropriate officer(s), has the delegated authority to make an assessment on:
- the severity of the breach
 - appointing the lead investigating officer in relation to the data breach. The investigating officers would be either the Chief Executive, Corporate Services Director, Housing Services Director, Property Services Director or, if appropriate, the DPO
- 5.3. The officer leading the investigation will establish whether there is anything that can be done to recover any losses and limit the damage the breach could cause. The lead investigating officer will also establish who may need to be notified as part of the initial containment and will inform the Police, where appropriate.
- 5.4. Advice from LHA's IT support contractors may be required to advise on containment and recovery issued arising from the incident. The DPO should notify the Corporate Services Director of any reported incident at the earliest opportunity and the Corporate Services Director will liaise and co-ordinate with the IT support contractors for the duration of the incident investigation.

6. INVESTIGATION AND RISK ASSESSMENT

- 6.1. Containment of the breach is the priority response. Once containment procedures have been implemented, an investigation will be undertaken by the lead investigating officer immediately and wherever possible, within 24 hours of the breach being discovered/reported.
- 6.2. As part of the investigation, the lead investigating officer will assess the breach and the risks associated with it, e.g. the potential adverse consequences for individuals, how serious or substantial those are and how likely they are to occur.

The investigation will also need to take into account the following:

- The type of data involved
- Its sensitivity
- The protections that are in place (e.g. encryptions)
- What has happened to the data (e.g. it has been lost or stolen)
- Whether the data could be put to any illegal or inappropriate use
- Data subjects affected by the breach, number of individuals involved and the potential effects on those data subject(s)
- Whether there are wider consequences to the breach

7. NOTIFICATION

- 7.1. The DPO will, after consultation with the lead investigating officer, determine whether the data breach requires to be notified to the Information Commissioner's Office. Should it be determined that the breach is required to be notified, then this notification should take place within 72 hours.
- 7.2. Every incident will be assessed on a case by case basis, however, the following will need to be considered:
 - Whether the breach is likely to adversely affect an individual's rights and freedoms under Data Protection legislation
 - Whether notification would assist the individual(s) affected (e.g. could they act on the information to mitigate risks?)
 - Whether notification would prevent the unauthorised or unlawful use of personal data
 - Whether there are any legal / contractual notification requirements
 - The dangers of over notifying. Not every incident warrants notification and over notification may cause disproportionate enquiries and work
- 7.3. Individuals whose personal data has been affected by the incident, and where it has been considered likely to adversely affect that individual's rights and freedoms, will be informed without any undue delay. Notification will include a description of how and when the breach occurred and the data involved. Specific and clear advice will be given on what they can do to protect themselves, and include what action has already been taken to mitigate the risks. Individuals will also be provided with a way in which they can contact LHA for further information or to ask questions on what has occurred.
- 7.4. The DPO should consider notifying third parties such as the Police, insurers, banks etc. This would be appropriate where illegal activity is known or is believed to have occurred, or where there is a risk that illegal activity might occur in the future.
- 7.5. The DPO will maintain a Register of Personal Data Breaches, and submit a report at least annually to the Management Committee, with the objective of informing Committee of any breaches, how they were dealt with and any policy and procedural improvements that were required.

8. EVALUATION AND RESPONSE

- 8.1. The lead investigating officer will report the result of their investigation in writing to the DPO within 10 working days of the incident being reported. The investigation should examine the causes of the breach; the

effectiveness of the response(s) and whether any changes to the systems, policies and procedures should be undertaken.

- 8.2. Existing controls must be reviewed as part of the investigation to determine their adequacy, and whether any corrective action should be taken to minimise the risk of similar incidents occurring.
- 8.3. The investigation should consider:
 - Where and how personal data is held and where and how it is stored
 - Where the biggest risks lie including identifying potential weak points within existing security measures
 - Whether methods of transmission are secure
 - Staff awareness
- 8.4. The DPO will review the findings of the investigation and consider if it is necessary for a report to be submitted to the appropriate Committee that may recommend changes to systems, policies and procedures to ensure that the risk of personal data breach is minimised.

DATA BREACH REPORT FORM

Please act promptly to report any data breaches. If you discover a data breach, please complete Section 1 of this form and then forward it to the Data Protection Officer.

SECTION 1: Notification of Data Breach	To be completed by Director
Date Incident was discovered:	
Date(s) of incident:	
Place(s) of incident	
Name of person reporting incident:	
Contact details of person reporting incident (email address, telephone number):	
Brief description of incident or details of the information lost:	
Number of Data Subjects affected if known:	
Has any personal data been placed at risk? If so, please provide details:	
Brief description of any action taken at the time of discovery and to date:	
For use by the Data Protection Officer	
Received By:	
Date:	

DATA BREACH REPORT FORM

SECTION 2: Assessment of Severity	To be completed by the lead investigating officer
Details of the IT systems, equipment, devices, records involved in the security breach:	
Details of the information loss/breach:	
What is the nature of the information loss/breach:	
How much data has been lost? If a device has been lost/stolen: how recently has the laptop backed up onto a central IT system?	
Is the information unique? Will its loss have adverse consequences for LHA or third parties?	
How many data subjects are affected?	
What is the nature of the sensitivity of the data? Please provide details of any types of information that fall into the following categories:	
High Risk personal data (as defined in the Data Protection Legislation) relating to a living, identifiable individual's <ul style="list-style-type: none"> • racial or ethnic origin • political opinion/religious beliefs • trade union membership • health • sexual orientation 	
Information that could be used to commit identity fraud i.e. bank account details or any other financial information, national insurance number, driving licence details:	
Personal information relating to vulnerable adults and children:	
Detailed profiles of individuals including information about work performance, salaries or personal life that could cause loss/distress to the individual if disclosed:	

**GDPR
DATA RETENTION PERIOD GUIDELINES**



LANARKSHIRE HOUSING ASSOCIATION LIMITED

Data Retention Periods

The table below sets out retention periods for Personal Data held and processed by the Association. It is intended to be used as a guide only. The Association recognises that not all Personal Data can be processed and retained for the same duration, and retention will depend on the individual circumstances relative to the Data Subject whose Personal Data is stored.

Type of record	Suggested retention time
Membership records	5 years after last contact
Personal files including training records and notes of disciplinary and grievance hearings	5 years to cover the time limit for bringing any civil legal action, including contractual claims
Redundancy details, calculations of payments, refunds, notification to the Secretary of State	6 years from the date of the redundancy
Application forms, interview notes	Minimum 6 months to a year from date of interviews. Successful applicants documents should be transferred to personal file.
Documents proving the right to work in the UK	2 years after employment ceases.
Facts relating to redundancies	6 years if less than 20 redundancies. 12 years if 20 or more redundancies.
Payroll	3 years after the end of the tax year they relate to

Type of record	Suggested retention time
Income tax, NI returns, correspondence with tax office	At least 3 years after the end of the tax year they relate to
Retirement benefits schemes – notifiable events, e.g. relating to incapacity	6 years from end of the scheme year in which the event took place
Pensioners records	12 years after the benefit ceases
Statutory maternity/paternity and adoption pay records, calculations, certificates (MAT 1Bs) or other medical evidence	3 years after the end of the tax year to which they relate
Parental Leave	18 years
Statutory Sick Pay records, calculations, certificates, self-certificates	3 years
Wages/salary records, expenses, bonuses	6 years
Records relating to working time	2 years from the date they were made
Accident books and records and reports of accidents	3 years after the date of the last entry
Health and Safety assessments and records of consultations with safety representatives and committee	Permanently
Health records	During employment and 3 years thereafter if reason for termination of employment is connected to health
Board Members Documents	5 years after cessation of membership

Type of record	Suggested retention time
Documents relating to successful tenders	5 years after end of contract
Documents relating to unsuccessful form of tender	5 years after notification
Applicants for accommodation	5 years
Housing Benefits Notifications	Duration of Tenancy
Tenancy files	Duration of Tenancy
Former tenants' files (key info)	5 years
Third Party documents re care plans	Duration of Tenancy
Records re offenders. Ex-offenders (sex offender register)	Duration of Tenancy
Lease documents	5 years after lease termination
ASB case files	5 years/end of legal action
Board meetings/residents' meetings (e.g. Agendas, notice of meetings etc)	2 years (this does not refer to minutes of meetings as these must be permanently retained)
Minute of factoring meetings	Duration of appointment

Equality Impact Assessment

Lanarkshire Housing Association Equality Impact Assessment Tool



Name of the policy / proposal to be assessed	Privacy Policy	Is this a new policy / proposal or a revision?	Revision
Person(s) responsible for the assessment			
1. Briefly describe the aims, objectives, and purpose of the policy / proposal	To ensure the safe management of the personal data LHA holds in relation to its customers, employees and committee members etc		
2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)	Housing applicants, tenants, sharing owners, factored owners, employees, members and committee members		
3. What outcomes are wanted from this policy / proposal? (e.g. the benefits to customers)	Safe management of personal data in accordance with the policy.		

Equality Impact Assessment

4. Which **protected characteristics** could be **affected** by the proposal? (*tick all that apply*)

- Age Disability Marriage & Civil Partnership Pregnancy/Maternity Race
 Religion or Belief Sex Gender Reassignment Sexual Orientation

5. If the policy / proposal is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.

LHA is committed to ensuring the secure management of the personal data it holds for all Data Subjects and will rely on an additional ground for processing sensitive Personal Data in accordance with this policy.

	Positive impact(s)	Negative impact(s)
<p>6. Describe the likely positive or negative impact(s) the policy / proposal could have on the groups identified in part 4.</p>		

Equality Impact Assessment

<p>7. What actions are required to address the impacts arising from this assessment? <i>(This might include collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i></p>		

Signed:



Job title: PLANNING & RESEARCH MANAGER

Date the Equality Impact Assessment was completed: 20.2.24

Please attach the completed document as an appendix to your policy / proposal report