



## General Data Protection Regulation Statement of Policy

<b>Owning Department:</b>	<b>Performance and Scrutiny</b>
<b>Author:</b>	<b>Complaints and Compliance Manager</b>
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### **Preamble**

*The first edition of this policy was published on 25 May 2018 on the date the General Data Protection Regulation (GDPR) became part of English Law. This second edition has been introduced to accommodate changes that have arisen since that time. These changes include the new complaints review duties that now fall upon the Police and Crime Commissioner (PCC) as well as the Information Commissioner's report of August 2019 upon compliance by PCCs. The developments have, where appropriate, been addressed in a reasonable and proportionate way in this second edition of the GDPR policy.*

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## 1. Introduction

- 1.1. The Police and Crime Commissioner for Norfolk (the PCC) is a statutory role established by the Police Reform and Social Responsibility Act 2011. The role has been established as a corporation sole meaning that the PCC is a separate legal entity. Whilst the role, functions and powers of the PCC are set out in the 2011 Act, the Policing Protocol Order 2011 also helpfully summarises the requirements and responsibilities placed upon the PCC.
- 1.2. The PCC, in providing a service as a public authority on behalf of the public, processes personal information. In processing personal information the PCC must comply with the provisions of the General Data Protection Regulation (GDPR) (Regulation 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data) and other relevant data protection legislation.
- 1.3. This document sets out the PCC's general approach and policy to the processing of personal information for the purposes of carrying out their statutory role and responsibilities in compliance with the GDPR and other relevant data protection legislation. The policy has been informed by an information audit conducted by the Office of the PCC with the explicit purpose of establishing the personal information that is held by the PCC, why the information is held, from where it came, where it is stored and with whom the information is shared.
- 1.4. The GDPR contains a number of statutorily defined terms. Foremost is the term personal data. Personal data is essentially any information that allows a natural person to be identified.
- 1.5. The GDPR also uses the term data controller. This includes a public authority which alone or jointly with others determines the purposes and means of the processing of personal data. The PCC is a data controller for the personal data they collect to discharge their statutory purposes. Numerous obligations and responsibilities attach to the role of data controller. Insofar as they impact upon the PCC they are set out in this policy.

- 1.6. The GDPR also uses the further term of data processor. This term includes a person, public authority or other body which processes personal data on behalf of the controller. Responsibilities and obligations attach to this role also.
- 1.7. The term “processing” means any operation or operations performed upon personal data, whether automated or not. This includes collection, structuring, storage, retrieval, use, disclosure, dissemination or erasure. The processing of data must comply with a number of rules which are largely captured within the data protection principles. These rules are:
- processing of personal data must be lawful and fair;
  - the security and confidentiality of personal data should be ensured;
  - the purposes of processing should be explicit and legitimate;
  - the personal data must be adequate, relevant and limited to what is necessary;
  - the storage of data must be limited to established minimum lengths of time;
  - reasonable steps should be taken to ensure the data are accurate and up to date;
  - it should be transparent to the data subject that their personal data is being processed and the purposes and extent should be understood;
  - the risks, rules and safeguards in respect of the processing should be apparent to the data subject along with their rights and how to exercise them.
- 1.8. In summary, the PCC is a data controller for the purposes of the GDPR. The PCC both controls and processes personal data in the exercise of their statutory functions and the conduct of their business. This policy explains how they will do this.

## **2. Relationship with Norfolk Constabulary**

- 2.1. The PCC, whilst a separate legal entity to the Chief Constable of the Norfolk Constabulary, has a close day-to-day working relationship with the Chief Constable. The Chief Constable is also a corporation sole. The relationship between the PCC and the Chief Constable is defined within the Police Reform and Social Responsibility Act 2011 and The Policing Protocol Order 2011.
- 2.2. The PCC and Chief Constable have agreed to work together in co-operation to ensure the effective and efficient delivery of policing services. The PCC’s Scheme of Governance and Consent 2017 which is a foundation of the Governance Framework between the PCC and Chief Constable provides that, notwithstanding their separate legal identities as corporation sole, it is acknowledged that they have such interdependence as to require the sharing of significant areas of business support. Accordingly the sharing of business support, for example, Finance/Payroll, HR, ICT, Performance, Consultation, Legal, Vetting, is a co-operative arrangement for the effective delivery of business support essential to the operation of both corporation sole. By its very nature, the delivery of business support by the Chief Constable to the PCC means that

personal data under the control of the PCC is processed by the Chief Constable. This is regulated by an agreement between the two-corporation sole; between data controller and data processor.

- 2.3. In some circumstances the PCC will receive personal data from the Chief Constable where the Chief Constable is a data controller in order for the Chief Constable and PCC to discharge both their statutory obligations. This includes personal data where relevant to any aspect of the statutory arrangements between PCC and Chief Constable. One such example is in relation to Police Appeals Tribunals. This is regulated by the agreement between the PCC and Chief Constable. The new complaints review responsibilities falling upon PCCs from 1 February 2020 involve the PCC receiving personal data from the Chief Constable to enable the PCC to discharge their statutory responsibilities. This too falls to be regulated by the agreement between the PCC and Chief Constable.
- 2.4. The relationship between the PCC and Chief Constable is such that, as appropriate, the policies of the Chief Constable are taken to apply within the Office of the Police and Crime Commissioner (OPCC).

### **3. The Data Collected and Held by the PCC**

- 3.1. The PCC, as compared with other public authorities, collects a relatively small amount of personal data. The data they collect and holds is to enable the PCC to perform their statutory functions. The PCC and staff within the OPCC do not collect any data other than that used to discharge the statutory functions of the PCC and the OPCC. The personal data that is routinely collected and held can be categorised as follows and as relating to:

- Appointments to paid roles –
  - Chief Constable;
  - Audit Committee Members;
  - Legally Qualified Persons;
  - Independent Members of Misconduct Panels;
  - Employees of the PCC.
- Appointments to volunteer roles –
  - Custody Visitors.
- Contacts with whom the PCC liaises for the purposes of governance, dissemination of information, public and business meetings, surveys and consultations.
- Correspondents who write to the PCC.

- Complainants against the PCC, Chief Constable, or any of those appointments listed above.
- Applicants for any of the appointments listed above.
- Police Appeals Tribunals.
- Complaints Review.
- Miscellaneous personal data received from the Chief Constable in the discharge of the PCC's statutory responsibilities.

In relation to this personal data the PCC is a data controller. This is because they determines what data to collect and how it will be processed.

- 3.2. Information that is held concerning some of these categories comprises data that has been provided by the individuals themselves, or where ensuing inquiries have been made, the Chief Constable or referees (in the case of applications for roles).
- 3.3. Information relating to the paid appointments and volunteer roles at paragraph 3.1 is shared with the Chief Constable as described at paragraph 2.2. This includes for purposes relating, where appropriate, to finances and payroll, pension, HR, ICT and vetting. Information relating to correspondents and complainants at paragraph 3.1 may also be shared with the Chief Constable in order to enable the PCC to discharge their statutory roles. This includes dealing with complaints and providing the link between the police and communities. As indicated the data shared with the Chief Constable is regulated by an agreement. Information relating to complaints about the PCC may be shared with the Police and Crime Panel and their offices to enable the Police and Crime Panel to discharge its statutory role. This is done in compliance with the governing statutory regime.
- 3.4. Information relating to the Legally Qualified Persons and Independent Members of Misconduct Panels is common to the PCCs within the Region. The PCCs work together jointly to appoint and maintain Regional Panels of Legally Qualified Persons and Independent Members. To this extent the PCCs are all data controllers. This should be regulated by agreement.
- 3.5. Appropriate personal data relating to Legally Qualified Persons, Independent Members of Misconduct Panels, Audit Committee Members, Employees, Volunteers and Custody Visitors is shared between each respective category where that is necessary to enable contact and interaction for the benefit of the particular business area. This is to be made clear as appropriate to all relevant categories of data subject.
- 3.6. Personal data relating to those areas described at 3.1 above are held by the PCC in hard copy, on site at the OPCC at Wymondham or in storage, on the Information and Communications Technology computer drive system and in Outlook, the latter two of

which are provided by the Chief Constable through the Norfolk Constabulary's ICT system. The ICT delivered by the Norfolk Constabulary is a secure system governed by the policies of the Norfolk Constabulary.

- 3.7. Where the PCC or their staff become aware that any personal data passed to a third party is inaccurate, that third party must be advised of the inaccuracy so that it can correct its own records.

#### **4. Legal Foundation for Processing Personal Data**

- 4.1. The data referred to in paragraph 3.1 above as collected by the PCC is necessary for compliance with legal obligations to which they as controller is subject.
- 4.2. By legislation, associated guidance or codes of practice the PCC is required to appoint a Chief Constable, Audit Committee members, Legally Qualified Persons, Independent Members of Misconduct Panels and Custody Visitors. They are required to provide a link between the police and communities as well as working with partners and therefore can reasonably be expected to hold personal data in relation to the performance of these functions. They have responsibility for complaints against the Chief Constable; they may receive complaints about themselves; and their Chief Executive is responsible by delegation from the Police and Crime Panel for the initial receipt and handling of complaints about them as PCC. The PCC's staff and their statutory officers derive their authority to act on their behalf by their appointment by the PCC and through the operation of legislation and the PCCs Scheme of Governance and Consent.
- 4.3. The PCC employs staff to statutory and other roles within their office, acting through statutory powers vested in them as PCC. In this regard data processing is necessary for the entering into and purpose of employment contracts.
- 4.4. The PCC discharges a number of statutory responsibilities and where they have a duty to act. This can involve the processing of personal data.
- 4.5. The processing of the personal data as referred to above therefore satisfy the criteria for lawfulness of processing under the GDPR because its processing is necessary for compliance with a legal obligation to which the PCC as data controller is subject, and further, where appropriate, this position is fortified by either implied or actual consent. The legal support for collecting and processing the data is set out in Appendix A.
- 4.6. The PCC performs statutory functions and derives their authority from legislation. As such they have a legal foundation for processing personal data. The corollary of that is that neither the PCC nor OPCC should be involved in the processing of personal data either electronically nor otherwise that is not connected or associated with the PCC or OPCC functions. For example, personal business which is non-PCC/OPCC business should not be transacted through the ICT systems provided by the Constabulary and used by the PCC and OPCC.

## 5. Privacy Notices

- 5.1. Transparency and providing accessible information to individuals about how their personal data will be used is a key element of the GDPR. The most common way to provide this information is in a privacy notice.
- 5.2. Accordingly, when data is collected from an individual they must be informed about what the PCC will do with their personal data. Individuals will require to be provided with a privacy notice which sets out all the privacy information that is made available to an individual when information is collected from them.
- 5.3. A privacy notice for the PCC should contain an explanation of:
  - The identity and contact details of the PCC as data controller and collector of the data;
  - The purposes and legal basis for processing the data (i.e. why is the data being collected);
  - How the data will be used;
  - Who the data will be shared with and why;
  - How long the data will be retained;
  - Individual rights under the GDPR.
- 5.4. A privacy notice will be required to be issued to data subjects. This includes those who apply for appointments (whether eventually appointed or not), contacts, correspondents, and complainants, and as described at paragraph 3.1 above. In the case of applicants for appointments this requirement will arise at the point of application. In the case of others this will arise at the earliest available opportunity. In the case of those who apply for appointment, the PCC also infers implied consent to process personal data for the purposes of considering appointment, and if appointed, the subsequent discharge of the appointment duties and associated matters.
- 5.5. On the introduction of the GDPR the PCC will consider the need to issue privacy notices to existing data subjects. A reasonable approach is considered to be to issue to those who hold appointments and contacts as described at paragraph 3.1 above.
- 5.6. A generic privacy notice for those who apply for appointments can be found at Appendix B. This notice should be used for issue to all data subjects who apply for appointment (whether eventually appointed or not) at the point of application.
- 5.7. In view of the arrangements described at paragraph 2.2 above, the personal data of some data subjects will of necessity, as explained at paragraph 3.3 above, be required to be shared with the Chief Constable and Norfolk Constabulary. This will be explained in the privacy notice.



## 6. Consent

- 6.1. In instances, for example, where a correspondent is raising issues about the PCC and/or the Constabulary, the form of privacy notice may need to be adapted for the purposes of obtaining consent in order to process their information. This section deals with situations where consent may be necessary or desirable.
- 6.2. Where consent is considered to be required from an individual to process their information the PCC will need to explain to the individual what is being asked of them and why. Consent is likely to be required where a correspondent is raising an issue with the PCC that requires information from or a response from the Constabulary. Alternatively, it may be required where information or a response is required from any other third party. The seeking of consent will go hand-in-hand with providing a privacy notice. Where there is the choice whether an individual's personal data is referred to the Constabulary or other third party it is important to make sure the individual has a choice and an opportunity to exercise it. Clearly refusal to give consent may prevent the PCC from giving or facilitating an appropriate response to a correspondent.
- 6.3. Accordingly in circumstances where it is necessary to pass personal data on to a third party to enable the PCC to respond to a correspondent or other individual in the performance of their statutory functions, the PCC will seek consent using clear and plain language.
- 6.4. Whilst the consequences of not giving consent may be that the PCC cannot respond to a correspondent or individual as fully as may be possible, the decision not to give consent needs to be made from a fully informed position. Consent will also be revocable and this needs to be explained in the form of consent.
- 6.5. The form of privacy notice providing for consent to be used for correspondents and complainants is found at Appendix C. This will operate for appropriate correspondents and complainants from 25 May 2018.
- 6.6. The form of privacy notice providing for consent to be used for contacts is found at Appendix D.
- 6.7. In the case of review of complaints dealt with by Suffolk Constabulary the PCC website advises that *"by requesting a review, you are providing consent that you agree to the sharing of your personal data for the data for the purposes of progressing your review in accordance with the law and statutory guidance"*. Simply stated, without the implied consent the PCC is unable to conduct the review.
- 6.8. It must be remembered that the burden will be on the PCC as data controller to demonstrate where consent is the legal basis for processing, that the consent was given. Accordingly, the data subject will, except as provided above, be required to advise their consent in writing.

## **7. Contracts and Commissioning**

- 7.1. In the arrangements between the PCC and Chief Constable, set out in the Scheme of Governance and Consent, for the purposes of contracts and procurement, the PCC has overall responsibility for property and contracts. The PCC through the Scheme of Governance and Consent has granted consent to the Chief Constable for the daily administration of contracts in accordance with Financial Regulations and Contract Standing Orders. All contracts are required to be entered into in the name of the PCC.
- 7.2. The Chief Constable therefore has responsibility for the daily administration of contracts. The PCC requires the Chief Constable to ensure that all existing and future contracts are GDPR compliant. In this regard appropriate due diligence is undertaken by the Chief Constable's procurement function. Whereas the PCC is the data controller in relevant contracts, by virtue of them letting a contract or call-off from a Framework Agreement, the Chief Constable will also be a data controller/data processor. This is provided for in the agreement between the PCC and Chief Constable.
- 7.3. In some instances, the PCC themselves may pass personal data under their control to a contractor. In that situation the PCC must ensure as data controller that where personal data is passed to a data processor, the contract ensures that the data processor complies with their GDPR responsibilities and obligations in accordance with Article 28 of the GDPR.
- 7.4. The PCC has power to arrange for the provision of services that secure the reduction of crime and disorder or help victims, witnesses and others affected by offences and anti-social behaviour. It is unlikely that any GDPR issues arise for the PCC as data controller as the external organisations who are commissioned to provide such services are not using PCC data to meet the PCC's purpose. Notwithstanding this position, the services must be arranged under an agreement that places specific conditions on the external organisation that in relation to the service being commissioned the external organisation must ensure that any data processing carried out will meet the requirements of the GDPR and ensure the rights of the data subject. The standard form conditions for commissioning awards are appended at Appendix E.
- 7.5. Steps will need to be taken through contract monitoring arrangements to ensure that contract and commissioning conditions relating to GDPR are complied with.

## **8. Data Retention and Storage**

- 8.1. Data retention is a form of data processing and as such is subject to all the requirements applicable to the specific purposes for which it was collected.
- 8.2. Data subjects must be informed of the retention of their data and their rights in relation to it (see section 9 below).

- 8.3. The retention periods for data processed by the PCC are set out in Appendix F. For any personal data not covered by Appendix F, the retention periods in the policies of the Chief Constable will be applied (see section 2.4 above). Data retained by the PCC will be regularly reviewed for consideration of accuracy, relevancy, GDPR compliance and deletion. Any inaccurate personal data shall be erased or rectified. For purposes of deletion personal data will not generally be retained beyond the time where the purpose for the data processing (including its retention) has ended. Retention should not be for longer than is necessary and consideration as to retention should be given against the time limits in Appendix F. If data is retained beyond the period specified in Appendix F the justification shall be recorded.
- 8.4. Data shall be stored in the ICT system whose use is provided to the OPCC by the Chief Constable, manual records or long-term storage (Deep Store) and where appropriate levels of security are afforded to the personal data, using appropriate technical or organisational measures, to ensure there is no unauthorised or unlawful processing and accidental loss, destruction or damage.
- 8.5. The PCC and staff shall take all reasonable steps to provide for the security of personal data including ensuring that workstations, both desk and screen, are kept free of personal data when not in use or unattended.

## **9. Individual Rights of the Data Subject**

### **Rights of Access**

- 9.1. An individual who makes a written request is entitled to be told whether or not any of their personal data is being processed. If this is the case then the individual is entitled to be advised of the description of the personal data, the purposes for which it is being processed, recipients, retention periods and rights of rectification, erasure, restriction and objection. A data subject has a right to be given a copy of the information comprising the data and given details of the source of the data.
- 9.2. Where access is requested, all reasonable measures to verify the identity of the data subject should be adopted before access is given.
- 9.3. The first copy of information provided in response to a subject access request must be provided free of charge. Thereafter a reasonable fee that reflects administrative costs may be charged.
- 9.4. Where the request is excessive or repetitive, either a fee can be charged in respect of administration costs, or the request can be refused. In the case of the latter, the reasons must be provided to the data subject. Information about their right to make a complaint to the Information Commissioners' Office must also be provided with this communication.

- 9.5. Subject access requests must be responded to without delay and no later than a month after receipt of the request.

#### **Right to Rectification**

- 9.6. The data subject has the right to require a data controller to rectify any errors in their personal data. The response to the exercise of this right must be within a month of being notified of it.
- 9.7. If no action is being taken in response to the request, the data subject must be informed of this as well as their right to lodge a complaint with the Information Commissioners Office.
- 9.8. Third parties to whom the personal data has been disclosed should also be informed of the exercise of this right.

#### **Right to Erasure**

- 9.9. The data subject has the right to require a data controller to delete their personal data if the continued processing of those data is not justified. This will involve consideration of whether the organisation has a lawful basis for processing personal data.

#### **Right to Restrict Processing**

- 9.10. Data subjects may not be entitled to require the data controller to erase their personal data but may be entitled to limit the purposes for which the controller can process those data. This may occur where the accuracy of the data is contested, the processing is unlawful, but the data subject requests restriction instead of deletion or where the data is no longer required by the data controller, but the data subject requires it for the establishment, exercise or defense of legal claims.

#### **Right to Data Portability**

- 9.11. The data subject has the right to transfer their personal data between controllers. This right may only be exercised where the legal foundation is consent or contract. It does not apply where the controller is acting under official authority on or in the public interest.
- 9.12. Data subjects have the right to receive personal data relating to them in a structured, commonly used, machine readable format to enable them to keep, use or share it with a third party or another controller. The rights can be exercised by requesting one controller to provide it directly to another. The right only applies where the personal data is in electronic form.

#### **Right to Object**

- 9.13. A data controller must have a lawful basis for processing personal data. However,  
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where that lawful basis is either “public interest” or “legitimate interests,”

these lawful bases are not absolute, and data subjects may have a right to object to such processing. The right to object is a conditional right and can be refused if legitimate interests or public interest override the data subject’s rights or where the processing is for the establishment, exercise or defense of a legal claim.

#### **Right to Not be Evaluated on the Basis of Automated Processing**

- 9.14. Data subjects have the right not to be evaluated in any material sense solely based on automated processing of their personal data.

#### **Complaints**

- 9.15. In addition to this, data subjects are entitled to lodge a complaint with the information Commissioner’s Office if they are dissatisfied with the data protection regime.

### **10. Data Breaches**

- 10.1. In the case of a personal data breach, the data controller shall without undue delay and, where feasible, not later than 72 hours after having become aware of it, notify the personal data breach to the Information Commissioner’s Office, unless the personal data breach is unlikely to result in a risk to the rights and freedoms of natural persons. Where the notification is not made within 72 hours, it should be accompanied by reasons for the delay.
- 10.2. When the personal data breach is likely to result in a high risk to the rights and freedoms of natural persons, the data controller shall communicate the personal data breach to the data subject without undue delay. The communication should include the nature of the breach and recommendations for mitigating adverse effects.
- 10.3. Any suspected personal data breach shall be notified to the Data Protection Officer (see section 11) without delay for consideration of action.
- 10.4 All personal data breaches shall be entered into the Data breach Log created for this purpose (Appendix G).

### **11. Data Protection Officer**

- 11.1. The PCC has designated the Chief Executive as the Data Protection Officer to take responsibility for data protection compliance within the OPCC.

- 11.2 The Data Protection Officer shall:

- keep the PCC and their staff abreast of their data protection obligations;
- monitor compliance with data protection obligations;

- ensure appropriate awareness-raising and training takes place;
- ensure compliance with data protection obligations is provided for from time to time under the internal audit program;
- provide advice where requested;
- co-operate with the Information Commissioner's Office;
- act as the contact point for the Information Commissioner's Office.

11.3 The Director for Performance and Scrutiny for the Office of the PCC is authorised as Deputy Monitoring Officer to undertake the roles of, and obligations of, the Chief Executive when for reasons of absence or illness the Chief Executive is unable to discharge such roles and obligations. This includes the various delegations to the Chief Executive contained within the Scheme of Governance and Consent which includes deputising for the Chief Executive in their role as Data Protection Officer.

## **12. Policy Review**

- 12.1. The Chief Executive is authorised by the PCC to keep this policy and all elements of it under continuous review and to revise and reissue the policy as they consider necessary.

**Basis for PCC Controlling and Processing Personal Data**

**1 Appointments (and Applications to Appointment)**

- Chief Constable
  - Section 38, Police Reform and Social Responsibility Act 2011
- Audit Committee Members
  - The Financial Management Code of Practice for the Police Forces of England and Wales (Home Office, 2013)
- Legally Qualified Persons
  - Regulation 28, The Police (Conduct) (Amendment) Regulations 2024
- Independent Members
  - Regulation 28, The Police (Conduct) (Amendment) Regulations 2024
- Employees of the PCC
  - Schedule 1, Police Reform and Social Responsibility Act 2011, implied consent and contract.
- Custody Visitors
  - Section 51, Police Reform Act 2002

**2 Contacts**

- The Policing Protocol Order 2011 and consent

**3 Correspondents**

- The Policing Protocol Order 2011 and consent (where appropriate)

**4 Complainants**

- The Policing Protocol Order 2011 and consent (where appropriate)
- The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012

**5 Complaints Review**

- The Police (Complaints and Misconduct) Regulations 2020
- The Police Reform Act 2002, Schedule 3

**6 Police Appeals Tribunals**

- Section 85 and Schedule 6, Police Act 1996

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- The Police Appeals Tribunals Rules 2020

## 7 Miscellaneous Personal Data

- Police Reform and Social Responsibility Act 2011
- The Policing Protocol Order 2011





**EU General Data Protection Regulation (GDPR)  
Privacy Notice**

**Applications for Appointment**

The Police and Crime Commissioner for Norfolk (PCC) is a data controller for the purposes of the GDPR. In the discharge of their statutory functions, they of necessity, collect personal data from data subjects.

The PCC in pursuance of their statutory functions makes appointments relating to the Chief Constable, the PCC's statutory officers, their employees, the Audit Committee, Legally Qualified Chairs and Independent Members of Misconduct Panels and Custody Visitors. In order to make these appointments they require access to the personal data of applicants. The data collected in the application process will be used to make appointment decisions. In the case of unsuccessful applicants the data will be retained and disposed of in accordance with the time period specified in the PCC's GDPR Policy (available on the PCC website). Where an applicant is successful the applicant's data will be retained and disposed of, again in accordance with the time period in the GDPR policy. Personal data obtained from successful applicants will be used to facilitate the successful delivery of the appointments. It will be shared with the Chief Constable and Norfolk Constabulary in order to deliver where appropriate the functions relating to service delivery, HR, pension, payroll, ICT and vetting and such other necessary functions. Appropriate personal data such as contact data will also be shared within the functional groupings of appointees in order to facilitate the more efficient performance of the statutory functions requiring to be performed. In the case of Legally Qualified Chairs and Independent Members of the Eastern Region Panels appropriate personal data will be shared with other Regional PCCs, Chief Constables and Constabularies.

Your personal data will only be reasonably used to enable the discharge of statutory functions. The PCC has adopted a GDPR Policy which sets out their approach to handling personal data. It is available through the PCC's website or alternatively a copy may be requested by contacting the PCC at the address below.

A data subject has the following rights under the GDPR:

- The right of access to their personal data;
- The right to require a controller to rectify errors in their personal data;
- The right to require a controller to delete their personal data if the continued processing of those data is not justified;
- The right to restrict the controller in the processing of their personal data;
- The right to transfer their personal data between controllers where appropriate;
- The right to object to the processing of their data in certain circumstances;
- The right not to be evaluated on the basis of automated processing.

These rights are explored in more detail in the PCC's GDPR Policy.

The contact details for the PCC are:

Office of the Police and Crime Commissioner for Norfolk  
Jubilee House  
Falconers Chase  
Wymondham NR18  
0WW

Tel: 01953 424455

Email: [OPCCN@Norfolk.police.uk](mailto:OPCCN@Norfolk.police.uk)

Web: [www.norfolk-pcc.gov.uk](http://www.norfolk-pcc.gov.uk)



## **EU General Data Protection Regulation (GDPR) Privacy Notice and Consent**

### **For use with Correspondents and Complainants**

Before the PCC may exercise their responsibilities with you as a correspondent and/or complainant, please indicate in writing by email or letter to the PCC that you agree to the processing and sharing of your personal data as set out below. If you choose, you may revoke your consent at any time in writing by email or letter.

The Police and Crime Commissioner for Norfolk (PCC) is a data controller for the purposes of the GDPR. In the discharge of their statutory functions they of necessity, collect personal data from data subjects.

The PCC in pursuance of their statutory functions, receives and responds to correspondence from members of the public, and receives complaints about the Chief Constable, Constabulary, himself and others. This means that he will receive and process personal data relating to these data subjects. In some instances in order to respond to correspondence and deal with complaints the PCC will need to pass that personal data on to a third party, such as the Chief Constable or the Constabulary, in order to obtain information to inform a response to the issue being raised. In these instances there is effectively a choice for a data subject as to whether a data subject's personal data is passed on to a third party. Clearly refusal to give consent to pass the data to a third party may prevent the PCC from giving or facilitating an informed response to a correspondent or complainant.

Accordingly in the case of correspondents and complainants the PCC seeks explicit consent to process their personal data to enable a response to be given and further, consent to share their personal data with a third party, as set out above, where appropriate, in order to facilitate or enable that response.

Your personal data will only be reasonably used for purposes of the PCC discharging their statutory functions. The PCC has adopted a GDPR Policy which sets out their approach to handling personal data. It is available through the PCC's website or alternatively a copy may

be requested by contacting the PCC at the address below.

Please note you have 20 working days to inform the PCC of your consent. After this we will not keep your data on file and your request will need to be resent. A data subject has the following rights under the GDPR:

- The right of access to their personal data;
- The right to require a controller to rectify errors in their personal data;
- The right to require a controller to delete their personal data if the continued processing of those data is not justified;
- The right to restrict the controller in the processing of their personal data;
- The right to transfer their personal data between controllers where appropriate;
- The right to object to the processing of their data in certain circumstances;
- The right not to be evaluated on the basis of automated processing.
- The right to make a complaint to the Information Commissioner's Office

These rights are explored in more detail in the PCC's GDPR Statement of Policy which can be found on our website.

The contact details for the PCC are:

Office of the Police and Crime Commissioner for Norfolk Jubilee  
House  
Falconers Chase  
Wymondham NR18  
0WW

Tel: 01953 424455  
Email: [OPCCN@Norfolk.police.uk](mailto:OPCCN@Norfolk.police.uk) Web:  
[www.norfolk.pnn.police.uk](http://www.norfolk.pnn.police.uk)

The contact details for the Data Protection Officer are:

Mark Stokes  
Office of the Police and Crime Commissioner for Norfolk  
Jubilee House  
Falconers Chase  
Wymondham NR18  
0WW

Tel: 01953 424455  
Email: [OPCCN@Norfolk.police.uk](mailto:OPCCN@Norfolk.police.uk)  
Web: [www.norfolk.pnn.police.uk](http://www.norfolk.pnn.police.uk)

Official



**EU General Data Protection Regulation (GDPR)  
Privacy Notice and Consent**

**For use with Contacts**

Before the PCC may exercise their responsibilities with you as a contact, please indicate in writing by email or letter to the PCC that you agree to the processing of your personal data for contact purposes as set out below. If you choose, you may revoke your consent at any time in writing by email or letter.

The Police and Crime Commissioner for Norfolk (PCC) is a data controller for the purposes of the GDPR. In the discharge of their statutory functions, they of necessity, collect personal data from data subjects.

The PCC in pursuance of their statutory functions collects the personal contact data of data subjects with whom they liaises for the purposes of governance, dissemination of information, public and business meetings, surveys and consultations.

The PCC seeks explicit consent from such data subjects to process their personal data as above.

Your personal data will only be reasonably used for purposes of the PCC discharging their statutory functions. The PCC has adopted a GDPR Policy which sets out their approach to handling personal data. It is available through the PCC's website or alternatively a copy may be requested by contacting the PCC at the address below.

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contact details for the PCC are:

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Web: [www.norfolk.pnn.police.uk](http://www.norfolk.pnn.police.uk)

**Standard GDPR Conditions for Commissioning Awards**

- 1 The grant recipient will, in relation to the service being commissioned, ensure that any data processing that is carried out to deliver the service meets the requirements of the General Data Protection Regulation or other relevant data protection legislation, and further ensure that the rights of the data subject are delivered.
  
- 2 The grant recipient will be expected to evidence their compliance as appropriate with the GDPR and such other relevant legislation if asked to do so by the PCC.

## DOCUMENT RETENTION SCHEDULE

### 1. Police and Crime Commissioner Business

Business Function	Records	Retention
<b>Internal Office and Team Meetings</b>	Minutes, agendas, and reports	2 years
<b>Decisions</b>	Decisions (and associated papers) and decisions log	Permanent
<b>Regional PCC meetings, Collaboration, Partnership and external meetings – including scrutiny and police performance meetings</b> (Where the PCC owns the record)	Reports	Permanent
	Supporting documentation	6 years
	Questions and Answers	6 years
<b>Regional PCC meetings, Collaboration, Partnership and external meetings</b> (Where the PCC does not own the record)	Reports	4 years
	Supporting documentation	4 years
<b>PCC Planning and Reporting</b>	Police and Crime Plan	Permanent
	Business Plans	Permanent
	Strategy Plans and Policies	Permanent
	Annual Reports	Permanent
<b>Appointment of Chief Constable</b>	Advertisements – electronic	1 year
	Application forms – unsuccessful	1 year
	Personnel files – hard copy including interview reports	6 years after leaving post

*Document Retention Periods Schedule – Revised in January 2026 – Next review due January 2029*

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<b>Leaving of Chief Constable</b>	Resignation, redundancy, dismissal, death, retirement	6 years after leaving post
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<b>Business Function</b>	<b>Records</b>	<b>Retention</b>
<b>Complaints against Chief Constable</b>	Correspondence	6 years
<b>Complaints against OPCCN staff</b>	Correspondence	6 years
<b>Police Complaints Reviews</b>	Correspondence	6 years
<b>Legally Qualified Persons and Independent Members for Misconduct Hearings</b>	Appointment process	6 years after leaving
	Expenses/Allowances paid	6 years
	Performance monitoring and complaints	6 years
<b>Police Appeal Tribunals</b>	Correspondence, reports, agendas, minutes, records of PAT cases, transcriptions etc.	6 years
<b>Independent Custody Visiting Scheme</b>	Annual Report	Permanent
	Visitors reports	2 years
	Panel and Coordinator meetings, agendas, minutes, statistics etc.	2 years
	Newsletters and Bulletins	2 years
	ICV Expenses	6 years
	Custody Visitor details	2 years after end of appointment
	Applications (unsuccessful)	1 year
	Scheme Handbook	Until superseded
<b>Freedom of Information</b>	Correspondence	5 years
<b>Data Protection</b>	Subject access requests	2 years

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<b>Correspondence</b>	Correspondence	2 years as of last correspondence on topic
<b>General draft and supporting documents</b>	Where a document is final and has been approved/published as applicable	6 months after final document approved/published

## 2. Consultation, Engagement, Media and Public Relations

<b>PCC's Public Facing Function</b>	<b>Records</b>	<b>Retention</b>
<b>Community Engagement</b>	Strategies and Correspondence	4 years
<b>Public Consultation</b>	Strategy, records, correspondence, minutes and supporting papers	4 years after collation of data
<b>Media relations</b>	Press Releases	4 years unless relating to an ongoing project
	Strategy	3 years
<b>Marketing</b>	Developing and promoting of OPCCN events	2 years
	Information about OPCCN	Until superseded
<b>Independent Advisory Group</b>	Personnel Files	1 year after end of appointment
	IAG Expenses	6 years
	General Correspondence	2 years

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### 3. Police and Crime Commissioner

<b>PCC's Standards</b>	<b>Records</b>	<b>Retention</b>
<b>Expenses</b>	Expense claims	6 years
<b>Register of Interests and Hospitality</b>	Disclosable Interests	2 years after office ends
	Register of Gifts and Hospitality	6 years
<b>Code of Conduct</b> (hard copy and electronic)		2 years after office ends
<b>PCC Declaration</b> (hard copy and electronic)		Permanent

### 4. Office of the Police and Crime Commissioner Internal Management and Administration

<b>Internal Management and Governance Function</b>	<b>Records</b>	<b>Retention</b>
<b>Governance Framework</b>	Scheme of Governance	Permanent
	Delegation of Functions	Permanent
	Terms of Reference	Permanent
	Standing Orders/Financial Regulations	Permanent
<b>Police Performance Monitoring</b>	Monthly/Quarterly/Annual Statistics	5 years
	PCC response to HMIC Reports	5 years
<b>Joint Audit Committee</b>	Minutes, agendas, reports	6 years
	Annual Audit Letter	6 years
	External Audit reports	6 years
	Internal Audit reports	6 years

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	Terms of Reference	6 years
	Personnel files including appraisal notes	6 years following Member's departure
<b>Risk Management</b>	Risk register	2 years after risk is mitigated
<b>Diaries and Calendars</b>	Electronic	3 years

#### 5. Office of the Police and Crime Commissioner – Human Resources

HR Function	Records	Retention
<b>OPCCN Recruitment including Chief Executive, Chief Finance Officer, Monitoring Officer and s151 Officer</b> (hard copy)	Application forms (unsuccessful)	1 year
	Leavers	6 years
	Completed vetting forms (unsuccessful)	Immediately after completion of recruitment process
	Application forms (successful) and interview notes	4 years
	Completed vetting forms (successful)	Upon termination of employment
<b>OPCCN staff/officers – HR records/personnel files</b>	Staff sickness	2 years
	Performance reviews/training/grievances/appeals	6 years from leaving date
<b>Policies and Procedures</b>	Policies and Procedures	Until superseded
<b>Health and Safety</b>	Risk Assessment	Until superseded

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## 6. Property and Land Management

Property and Land Management	Records	Retention
Insurance	Insurance policies / correspondence	7 years after term expires

## 7. Police and Crime Panel

Police and Crime Panel	Records	Retention
PCC Scrutiny	Confirmation hearing paperwork	6 years
	Complaints handling	6 years

## 8. Police and Crime Commissioner – Legal and Contracts

Legal and Contracts Function	Records	Retention
Litigation (hard copy and electronic)	Correspondence	7 years after last action
	Criminal and civil case files	7 years after last action
Legal Advice (hard copy and electronic)	Correspondence	3 years
Signed Agreements	Service level agreements	6 years after agreement expires
Sealing Register	Hard copy	Permanent
Asset Acquisition/Disposal (hard copy and electronic)	Legal documents relating to purchase/sale	6 years (12 years if over £50k)
	Leases	6 years (12 years if over £50k)
	Tender documents	6 years (12 years if over £50k)
Police Medical and Pension Appeals	Correspondence, reports, agendas, minutes, records of appeals	6 years

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## 9. Finance

<b>Financial Management</b>	<b>Records</b>	<b>Retention</b>
<b>Annual Reports</b>	Annual statement of accounts	Permanent
<b>Financial Strategy</b>	Medium Term Financial Strategy	Until Superseded and for 5 years
<b>Treasury Management</b>	Treasury Management Strategy and Outturn Report	1 year
<b>Asset monitoring and maintenance</b>	Asset Registers	Destroy 7 years after end of financial year
	Inventories / Stocktaking	Destroy after 2 years
	Acquisition and disposal reports. Service/maintenance records	Destroy 7 years after sale or disposal
<b>OPCC Budget Setting</b>	Final annual report	Permanent
	Draft budget and estimates	4 years after budget set
	Budget monitoring	Destroy after following years budget adopted
<b>OPCC Expenditure</b>	Invoices / receipts / bank statements / vouchers / ledgers / write off of public monies	7 years after end of financial year
<b>Funding agreements</b>	Funding agreement documents	7 years
<b>Commissioning</b>	Service provider reports	5 years
	Specifications, project documents and quotes	5 years
	Project Media (not owned by the PCC)	2 years
	Partner's policy documents	2 years after contract end
<b>Grants</b>	Awarded	7 years
	Not Awarded	2 years
	Received	7 years

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	Grant monitoring documents	7 years
	Grant variation documents	7 years
<b>Precept</b> (council tax)	Precept charges	6 years plus current financial year

## 10. Community Safety Partnership

Local Partnership	Records	Retention
<b>Local CSP meetings, collaboration, partnership and external meetings</b>	Reports/Supporting documentation	6 years after publication
<b>Third Party Data</b>	Any data and documents relating to the CSP that is not produced and owned by the OPCCN	6 years

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**DATA BREACH LOG**

Date Data Protection Officer Notified	Details	Action Taken and Date	Outcome of Referral to ICO where applicable and Date