SCOTTISH LAND COMMISSION
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SCOTTISH LAND COMMISSION

Data Protection Policy

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Background

The General Data Protection Regulation (GDPR) came into force on 25 May 2018. Despite 'Brexit', the new Regulation will remain in place and is augmented by the Data Protection Act 2018 for the UK.
This Guidance document is designed to explain the Scottish Land Commission's approach to GDPR and explains the Commission's Policy on Data Protection. It will be kept under review as the changes in practice become embedded across the organisation and there will also be a formal review in May 2019.

Personal Data

Under Article 5 of the GDPR, personal data is any information relating to an identifiable living person who can be directly or indirectly identified, in particular by reference to an identifier.
This definition provides for a wide range of identifiers to constitute personal data, including name, identification number, location data or online identifier, reflecting changes in technology and the way organisations collect information about people. It also means that if pieces of data could be put together, they could create data which identifies a person.
This applies to both automated personal data and to manual filing systems, where personal data is accessible according to specific criteria. When deciding whether a document contains personal data, we will take the context into account – some things are obvious but others are not, until they are put together.

What Is Data Processing?

We are processing data if it is –

- Held electronically or manually
- Forms part of a relevant filing system
- Forms part of an accessible record
- Recorded by a public authority.

GDPR Principles

GDPR is based around six principles of 'good information handling':

1. Process Lawfully, Fairly and Transparently – treating everyone the same
2. Limit the processing to a specific purpose
3. Data Minimisation – process only the data needed, not anything extra
4. Accuracy – keep information up to date
5. Storage Limitation – retain personal data for only as long as is necessary for the processing
6. Integrity and Confidentiality – keep it secure.

These principles form the core of the Regulation and give individuals rights in relation to their personal data and place obligations on organisations responsible for processing it.

Individuals' Rights

Under Data Protection law data subjects (individuals) have eight rights. Of these, six are applicable to the Scottish Land Commission:

Right to Be Informed
Individuals have a right to be informed about how and what personal data we process. You have the right to know who we are and how to contact us; the reason why we are processing your data and our lawful basis for doing so. You have the right to know the type of personal data we are processing, who we are sharing it with, how long we are keeping it and that you have other rights relating to the use of their personal data. You must know that you can complain to us if you think we are misusing your data and we must tell you how to complain to the Information Commissioner, who oversees the GDPR and DPA (Data Protection Act 2018).

We must also be clear to you if you are under an obligation to provide us with your personal data (meaning that you cannot object to the processing). And this information has to be provided at the first point of contact, when the data are obtained or, where the data are obtained from a third party, within a month of us having received it.

The Commission largely complies with the 'Right to be Informed' by creating Privacy Notices for all of our various processes and also displaying a general Privacy Notice on the website, so that anyone can see our approach before they contact us.

Right of Access (SAR)
Individuals have a right to access their personal data processed by the Commission. Subject access enables people to find out what information is held about them and who it is disclosed to. This right can be exercised by making a written subject access request (SAR).

Subject access allows individuals to verify the accuracy of personal data and the lawfulness of the processing.

The Commission can receive a SAR by letter or email. The identity of the requester should be verified. Generally the requests will be completed free of charge within, one calendar month.

Rectification
Correcting any inaccuracies relating to personal data.

Erasure (Right to Be Forgotten)
Where data is no longer relevant, unlawfully processed or the individual would like to withdraw their consent; if consent is relied on.

Restriction
For a period where data is contested or processing is unlawful. This means the data cannot be processed further and it cannot be deleted. It has the effect of 'freezing' the data.

Right to Object
To processing (e.g. marketing). Only on rare occasions will the data subject be able to object to the Commission processing personal data obtained, if the lawful basis is 'legal obligation'.
For more information on the rights of data subjects, please see **ICO guidance**.

Lawful Basis for Processing

To comply with the first principle of GDPR, we must have a lawful basis for processing personal data. There are 6 available:

- Legal obligation
- Consent
- Contract
- Vital Interest
- Public Task
- Legitimate Interest

The Commission will often rely on 'legal obligation' to process personal data in relation to case work. This is because we are under a legal obligation to inquire into alleged breaches of the Tenant Farming Commissioner's codes of practice as stipulated in the Land Reform (Scotland) Act 2016.
We also rely on Consent (for instance, when cookies are used on the website or we wish to use photographs for the Annual Report), Legitimate Interests (for instance, to monitor staff internet use) and Public Task (for instance, to carry out our obligations under FOISA).

It is unlikely that the Commission will ever use the 'Vital Interests' lawful basis, as this is to cover 'life or death' situations.

Processing is only lawful if we can rely on a lawful basis, as set out in Article 6 of GDPR and we must demonstrate the reason why the particular lawful basis applies to the specific piece of processing – if we cannot show this, the processing will be unlawful and the Commission will be in breach of Data Protection law. We must inform data subjects of the lawful basis for processing their data in the Privacy Notice or relevant contact correspondence. It will be up to the Chief Executive, as Accountable Officer, or the Senior Information Risk Owner (SIRO) or the Information Asset Owners (IAOs) to decide which lawful basis applies to each kind of processing carried out by the Commission.
GDPR recognises that some organisations will need to retain personal data to archive it for historical research (Article 89). This does not mean the Commission can keep everything that is old – we still have to have a lawful basis for processing any personal data but it means that, in situations where we need to retain minimal personal data to enable us to 'read' the history of the case, it is legitimate to do so.

Special Categories of Personal Data and Criminal Convictions & Offences Data

Under Articles 9 & 10 of GDPR this personal data (as described below) is more sensitive, requiring more protection before it can be processed. Keeping this type of data could create more significant risks to a person's fundamental rights and freedoms.

- Race
- Ethnic origin
- Political affiliation
- Religion/philosophical beliefs
- Trade union membership
- Genetics
- Biometrics (where used for id purposes)
- Health
- Sex life
- Sexual orientation
- Criminal Convictions & Offences (including allegations).

The presumption is that, because information about these matters could be used in a discriminatory way, and is likely to be of a private nature, it needs to be treated with greater care than other personal data.

If the Commission needs to process special category personal data, in order to complete a function it is obliged to complete, explicit written consent **MUST** be obtained from the data subject, before the processing is concluded. Only that personal data explicitly required should be processed. Anything additional or not required, should not be retained. It should either be returned or deleted.

Data Controllers and Processors

- A 'data controller' determines the purposes for which and the manner in which any personal data are to be processed.
- Controllers must ensure that any processing of personal data for which they are responsible complies with legislation. Failure to do so risks enforcement action, even prosecution, and compensation claims from individuals. There are further obligations on data controllers to ensure any contracts with processors comply with Data Protection law.
- A 'data processor' is responsible for processing personal data on behalf of a controller.
- Data Protection law places legal obligations on processors, e.g. the requirement to maintain records of personal data and processing activities. The processor has legal liability if they are responsible for a personal data breach.
- In most of our transactions, the Commission is the Data Controller.

Data Sharing Agreements

A Data Controller may share data with another organisation or other specified parties, if this is a necessary part of the processing, which conforms to the lawful basis on which we rely. If it is essential to share the personal data in order to complete the processing, the terms under which this is managed should be set out in

a data sharing agreement between the parties. The data subjects must be aware that data sharing is taking place.

Contracts

The Commission holds several contracts. Where the Commission is the data controller, we must ensure the contract has been brought up to date to comply with GDPR. Where the Commission shares a contract, we must ensure the lead party has confirmed the contract is GDPR compliant.

Retention Schedules

In order to comply with GDPR Principle 5, it is important for an organisation to agree schedules which detail how long information, including personal data, will be kept. The Commission's retention schedules are currently under review and will be finalised in autumn 2018.

Data Protection Impact Assessments

The Information Commissioner wants to see organisations embedding data protection and individual's privacy rights into its processes. One way to provide evidence that the Commission is serious about protecting the rights of data subjects is to carry out Data Protection Impact Assessments for projects involving personal data.

These can be large or small and include:

- Any new initiatives, policies or processes
- Procurement/contracts
- New IT systems
- Forms/guidance notes

The Data Protection Officer should be informed of plans early in the development stage, so that advice can be given to mitigate any risks associated with processing personal data.

Completing a Data Protection Impact Assessment will make a project more transparent and help people understand how personal data is used. It will help to identify risks and what actions can be taken to reduce those risks. It will also ensure all relevant parties have been made aware of the proposals and the risks added to the Risk Register, if necessary and authorised at the appropriate level, either by the IAO or the SIRO.

Data Protection Officer (DPO)

A DPO is responsible for providing advice and guidance to the Scottish Land Commission, to help it to meet its obligations under Data Protection law.
The DPO should:

- Provide advice & guidance to the Commission and its employees on the requirements under Data Protection, including staff training

- Monitor the Commission's compliance
- Be consulted and provide advice during Data Protection Impact Assessments
- Be the point of contact for individual 'data subjects' and cooperate and consult with the Information Commissioner's Office.

DPOs are responsible for carrying out data audits and overseeing the implementation of compliance tools. The DPO must be able to act independently of senior management, as well as reporting directly to the Board, the Audit & Risk Committee and the Accountable Officer to raise any concerns.

As a Public Authority the Land Commission is required under GDPR to appoint a Data Protection Officer. Contact details for our DPO can be found on the Openness section of our website.

Data Breach Incidents – How to Avoid, Recognise & Report Breaches

GDPR requires the Commission to process personal data in a manner that ensures its security (Principle 6). We are required to take appropriate technical and organisational measures to protect personal data. We do this by having a robust IT code of conduct, which is kept under review and by ensuring staff adhere to security measures such as the clear desk policy.

Direct training on GDPR has been delivered to all staff. This includes an explanation of what constitutes a data breach, how to avoid breaches and how to report an incident. As well as staff guidance documents the staff handbook and staff data protection training have been updated in line with GDPR.

Personal data breaches can include:

- Access by an unauthorised third party (for instance, someone in an employees' household, if personal data is taken home)
- Deliberate or accidental action
- Sending information to the wrong person
- Losing information, in a paper file or a computer
- Alteration of personal data without permission
- Loss of access/availability of personal data.

There will be a data breach whenever personal data is lost, destroyed without authorisation, corrupted, disclosed unlawfully, accessed unlawfully, distributed without authorisation or if the data is made unavailable and this has a significant negative impact on the data subject.

All data breach incidents, however minor, must be reported immediately to the DPO, who will record them in the Data Breach Log. When a breach has occurred and there is a significant risk to the data subject's rights and freedoms (so harm could be caused by the breach) or where the breach has a severe impact on the organisation (such as prolonged loss of access to personal data records), the DPO must inform the Information Commissioner, within 72 hours of the breach occurring. If there is a concern about harm to the individual, then they too must be informed of the breach.

Failure to notify a breach when required to do so could result in a significant fine to the organisation.

Powers of the UK Information Commissioner

The Information Commissioner's Office (ICO) can take enforcement action if they find an organisation in breach of the requirements in the Data Protection law. This could include a monetary penalty of up to 4% of global annual turnover or €20,000,000 or an enforcement notice ordering an organisation to improve its privacy notice or stop the processing if the notice is not improved.

Individuals can complain to the ICO if they think an organisation is not handling their data correctly and the ICO can award compensation.