

# BNSSG CCG Governing Body Meeting

Date: Tuesday 5<sup>th</sup> November 2019

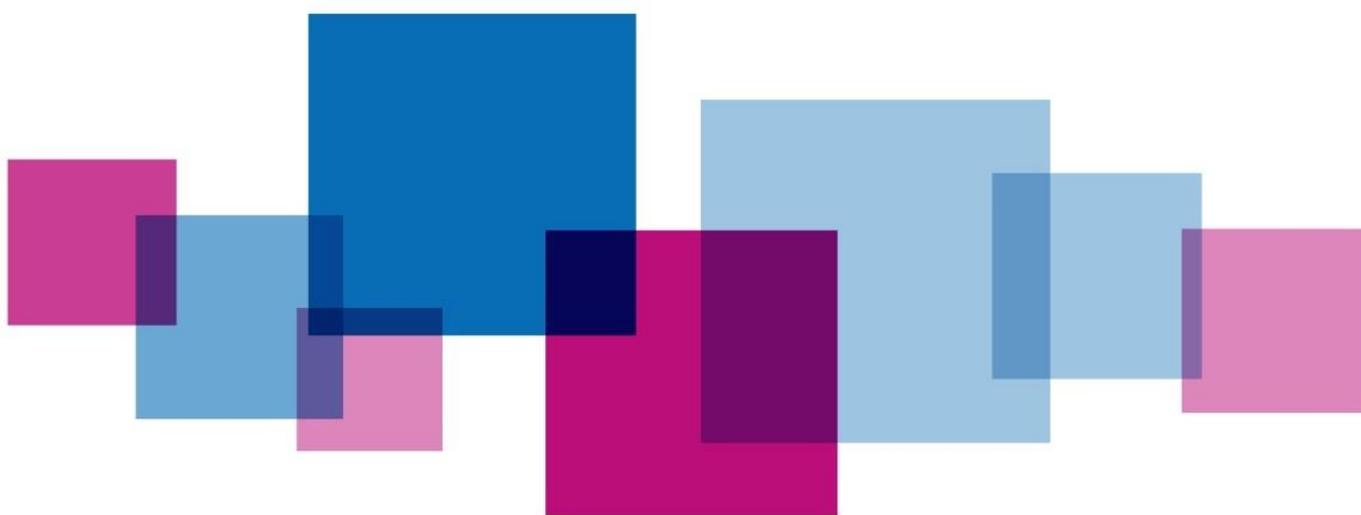
Time: 1.30pm

Location: The Vassall Centre, Gill Avenue, Downend, Bristol, BS16 2QQ

|  |   |
|--|---|
| <b>Agenda Number :</b>   | 9.4   |
| <b>Title:</b>  | Individual Rights Policy  |
| <b>Purpose: Decision</b>   |   |
| <b>Key Points for Discussion:</b>  |   |
| <p>The Governing Body is asked to approve the Individual Rights Policy.</p> <p>The Policy has been updated to include flowchart procedures for both Individual Rights requests and internal reviews. The procedures are applicable for all individual rights requests.</p> |   |
| <b>Recommendations:</b>  | To approve the Individual Rights policy   |
| <b>Previously Considered By and feedback :</b>   | The policy has previously been considered by the Corporate Policy Review Group  |
| <b>Management of Declared Interest:</b>  | There are no implications for management of declared interests  |
| <b>Risk and Assurance:</b>   | The Individual Rights Policy is drafted to mitigate the risks arising from potential breaches of legal duties and obligations.  |
| <b>Financial / Resource Implications:</b>  | The Information Commissioner has the power to issue monetary penalties for serious breaches of the Data Protection Act; this policy is drafted to ensure the CCG has a compliant framework in place.                        |
| <b>Legal, Policy and Regulatory Requirements:</b>  | The Individual Rights policy is drafted to provide procedures to comply with the legislative requirements placed on the CCG. Failure to adhere to these legislations may result in a breach of the CCG's legal obligations. |
| <b>How does this reduce Health Inequalities:</b>   | There are no implications for health inequalities arising from this policy.   |
| <b>How does this impact on Equality &amp; diversity</b>  | Equality Impact Screening Assessment has been completed which indicates a full assessment is not required.  |
| <b>Patient and Public Involvement:</b>   | Members of the public and patients have not been involved in the development of the policy.   |

|  |   |
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| <b>Communications and Engagement:</b>                    | The policy will be published on the CCG website and intranet once approved and will be communicated through internal news communications. |
| <b>Author(s):</b>  | Sarah Carr, Corporate Secretary<br>Lucy Powell, Corporate Support Officer   |
| <b>Sponsoring Director / Clinical Lead / Lay Member:</b> | Sarah Truelove, Deputy Chief Executive and Chief Finance Officer  |

# Individual Rights Policy



**Please complete the table below:**

To be added by corporate team once policy approved and before placing on website

|  |   |
|--|---|
| <b>Policy ref no:</b>                  | 34  |
| <b>Responsible Executive Director:</b> | Sarah Truelove  |
| <b>Author and Job Title:</b>           | Angela Sumner, Regional Information Governance Manager CSU, Laura Davey Corporate Manager BNSSG CCG |
| <b>Date Approved:</b>                  | March 2019  |
| <b>Approved by:</b>                    | <i>Deputy Chief Executive and Chief Finance Officer</i>   |
| <b>Date of next review:</b>            | March 2020  |

|  | <b>Yes/No/NA</b> | <b>Supporting Information</b>  |
|--|------------------|--------------------------------|
| Has an Equality Impact Assessment Screening been completed?  | Yes              |                                |
| Has the review taken account of latest Guidance/Legislation?   | Yes              |                                |
| Has legal advice been sought?  | No               | IG team advice                 |
| Has HR been consulted?   | Yes              | Through Corporate Policy Group |
| Have training issues been addressed?   | Yes              |                                |
| Are there other HR related issues that need to be considered?  | No               |                                |
| Has the policy been reviewed by JCC?   | N/A              |                                |
| Are there financial issues and have they been addressed?   | N/A              |                                |
| What engagement has there been with patients/members of the public in preparing this policy?   | N/A              |                                |
| Are there linked policies and procedures?  | Yes              |                                |
| Has the lead Executive Director approved the policy?   | Yes              | Sarah Truelove                 |
| Which Committees have assured the policy?  |                  | Corporate Policy Group         |
| Has an implementation plan been provided?  | Yes              |                                |
| How will the policy be shared with: <ul style="list-style-type: none"> <li>• Staff?</li> <li>• Patients?</li> <li>• Public?</li> </ul> |                  | Hub, Website                   |
| Will an audit trail demonstrating receipt of policy by staff be required; how will this be done?                                       | No               |                                |

| <b>Version Control</b> <i>please remove this box once approved and finalised</i> |             |                     |
|--|-------------|---------------------|
| <b>Version</b>   | <b>Date</b> | <b>Consultation</b> |
| 0.1  | 23-05-2018  | A Sumner            |
| 0.2  | 25-05-2018  | L Long              |
| 0.3  | 23-07-2018  | L Long              |
| V1   | 11-02-2019  | L Davey             |
| V1.1   | 09-10-2019  | L Powell            |
| V1.1   | 05-11-2019  | Governing Body      |

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# Individual Rights Policy

## 1. Introduction

Bristol, North Somerset and South Gloucestershire Clinical Commissioning Group (BNSSG CCG) is under a legal duty to comply with 'individual's rights' requests under the Data Protection Legislation, in relation to personal information that it holds. It is a legal requirement that all requests for personal information held by the CCG are handled in accordance with data protection legislation.

This policy and accompanying standard operating procedure (SOP) sets out the approach that the CCG will take in responding to these requests along with useful guidance and steps to follow when requests are received anywhere within the CCG.

## 2. Purpose and scope

It is the responsibility of ALL CCG staff to respond to and help process requests under the individual rights set out in data protection legislation as soon as it is received by the CCG.

Any personal data in relation to an individual, no matter what format, where or how it is stored by the CCG falls into the scope of information that can be requested by individuals (i.e. data subjects) under the 'Individuals Right's contained within the Data Protection Legislation. All requests must be reviewed, without delay to see if the request can and should be complied with.

Requests received by third parties in regard to access to a data subjects personal data (e.g. the Police or Home Office) should be handled using the process described within the Standard Operating Procedure.

## 3. Duties and responsibilities

### **BNSSG Executive Management Team**

It is the role of the CCG Executive Management Team to define CCG policy in respect of Information Governance, taking into account legislative and NHS requirements. The Executive Management Team is also responsible for ensuring that sufficient resources are provided to support the requirements of the policy.

### **Information Governance Team**

The Information Governance Team is responsible for overseeing day to day Information Governance issues; developing and maintaining policies, standards, procedures and guidance; coordinating Information Governance in the CCG and raising awareness of Information Governance.

### **Information Asset Owners (IAOs)**

Information Asset Owners (IAOs) are responsible for working with the corporate team to ensure that Individual Rights requests are processed and responded to in line with Data Protection Legislation.

### **The Corporate Team**

The Corporate Team are responsible for processing Individual Rights requests across the organisation and ensuring that they are responded to in line with Data Protection Legislation.

### CCG Data Protection Officer

The CCG Data Protection Officer will provide advice and guidance in complex or disputed situations or decisions where required.

### CCG Service Leads

Service Leads are responsible for ensuring that the policy and its supporting standards and guidelines are built into local processes and that there is on-going compliance. Part of this obligation is to ensure that all staff are trained and made aware of their obligations under this policy.

### CCG Staff

All staff, whether permanent, temporary, contracted, or contractors are responsible for ensuring that they are aware of and comply with the obligations under this policy.

## 4. Definitions of terms used

|   |   |
|---|---|
| <b>Commercially confidential Data/Information</b> | Business/Commercial information, including that subject to statutory or regulatory obligations, which may be damaging to the CCG or a commercial partner if improperly accessed or shared. Also as defined in the Freedom of Information Act 2000 and the Environmental Information Regulations.  |
| <b>Controller</b>                                 | A controller determines the purposes and means of processing personal data. Previously known as Data Controller but re-defined under the GDPR.  |
| <b>Personal Confidential Data</b>                 | Personal and Special Categories of Personal Data owed a duty of confidentiality (under the common law). This term describes personal information about identified or identifiable individuals, which should be kept private or secret. The definition includes deceased as well as living people and 'confidential' includes information 'given in confidence' and 'that which is owed a duty of confidence'. The term is used in the Caldicott 2 Review: Information: to share or not to share (published March 2013). |
| <b>Personal Data</b>                              | Any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person  |
| <b>Processor</b>                                  | A processor is responsible for processing personal data on behalf of a controller. Previously known as Data Processor but re-defined under the GDPR.  |

|  |   |
|--|---|
| <b>'Special Categories' of Personal Data</b> | <p>'Special Categories' of Personal Data is different from Personal Data and consists of information relating to:</p> <ul style="list-style-type: none"> <li>(a) The racial or ethnic origin of the data subject</li> <li>(b) Their political opinions</li> <li>(c) Their religious beliefs or other beliefs of a similar nature</li> <li>(d) Whether a member of a trade union (within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1998</li> <li>(e) Genetic data</li> <li>(f) Biometric data for the purpose of uniquely identifying a natural person</li> <li>(g) Their physical or mental health or condition</li> <li>(h) Their sexual life</li> </ul> |
|--|---|

| Abbreviation | Meaning  |
|--------------|--|
| CCG          | Clinical Commissioning Group                           |
| CSU          | Commissioning Support Unit                             |
| DC           | Data Custodian   |
| DPA          | Data Processing Agreement                              |
| DPA 2018     | Data Protection Act 2018                               |
| DPO/DDPO     | Data Protection Officer/Deputy Data Protection Officer |
| FPN          | Fair Processing Notification (privacy notice)          |
| GDPR         | General Data Protection Regulations                    |
| IAO          | Information Asset Owner                                |
| ICO          | Information Commissioners Office                       |
| IG           | Information Governance                                 |
| IT           | Information Technology                                 |
| SCW          | South, Central and West CSU                            |
| SIRO         | Senior Information Risk Owner                          |

## 5. Acknowledging Individual Rights

The General Data Protection Regulation (GDPR) provides rights for individuals which fall into 2 distinct categories. Firstly, where an individual wants to know what (or why) data the CCG is processing about them and/or have access /a copy of that data.

Secondly where an individual wants the CCG to make changes to what or how the CCG is processing their personal data, or for the CCG to pass on their personal data to another party. In these requests, the individual is not requesting access to, or a copy of the data itself:

An individual or their representative can exercise several data subject rights to the CCG. These do not confer automatic agreement to the request but will be duly considered by the CCG – the Appendix and SOP contains more in depth detail regarding each of the rights.

These rights include but are not limited to the following:-

- obtain from the CCG confirmation as to whether or not personal data concerning him or her are being processed, and, where that is the case, request access to the personal data (a **Subject Access Request/Right of Access**)
- obtain from the CCG without undue delay the rectification of inaccurate or incomplete personal data processed by the CCG concerning him or her (**Right to Rectification**)
- obtain from the CCG the erasure of personal data concerning him or her in certain circumstances (**Right to Erasure**)
- obtain from the CCG restriction of processing of personal data concerning him or her in certain circumstances (**Right to Restriction**)
- receive the personal data concerning him or her, which he or she has provided to the CCG, in a structured, commonly used and machine-readable format and have the right to transmit those data to another controller in certain circumstances (**Right to Data Portability**)
- object to processing of an individual's personal data in certain circumstances (**Right to Object**)
- not be subject to a decision based solely on automated processing by the CCG (**Rights related to automated decision making including profiling**)

It should be noted that there are exemptions to some of these rights and whilst the CCG must acknowledge the request, there may be legal grounds for not complying with it. Detailed guidance can be found in the SOP.

## 8.2. Recognising an Individual's Rights Request

- A request can be made verbally or in writing.
- It can also be made to any part of the organisation and does not have to be to a specific person or contact point.
- A request does not need to mention the phrase containing the right being exercised or the relevant GDPR Article to be a valid request. As long as the individual has clearly described their request; this is valid. We will check with the requester that we have understood their request and request any Identification/authorisation (if required).
- We will record the details of all requests we receive.

The format that an Individual's Rights request is received may differ from request to request. In essence, if an individual writes to the CCG or speaks to the CCG and asks for access, changes or objections of any kind to the personal data the CCG is processing about them (whether perceived or actually processing their data) it should be considered and handled where appropriate as an Individual's Rights request.

CCG Staff can submit a request for access to their personal data to the corporate team verbally or in writing. A staff subject access request application form is available for staff to use if they wish which is linked to in the Individual Rights Standard Operating Procedure.

Members of the public who would like to exercise their individual rights under the GDPR can submit their requests to [bnssg.contactus@nhs.net](mailto:bnssg.contactus@nhs.net)

### 8.3. Refusing a Request

If the CCG considers that a request is 'manifestly unfounded' or excessive we can:

- request a "reasonable fee" to deal with the request; or
- refuse to deal with the request

In either case we will need to justify the decision.

### 8.4. Charging a Fee

- Individuals rights request are free of charge however the CCG may in some circumstances be able to charge a fee such as for repetitive requests
- We should base the reasonable fee on the administrative costs of complying with the request.
- If we decide to charge a fee we should contact the individual promptly and inform them.
- We do not need to comply with the request until we have received the fee.

### 8.5. Information for Requestors

The CCG must inform the individual without undue delay and within one month of receipt of the request:

If the CCG are not taking action:

- the reasons we are not taking action;
- their right to make a complaint to the ICO;
- their ability to seek to enforce a right through a judicial remedy

**OR**

If we are requesting further information:

- if we are requesting a reasonable fee or
- need additional information to identify the individual
- we need to extend the response time

**OR**

We are actioning the request:

- Respond to the request

### 8.6. Calculating Response Time

Under the Data Protection Legislation the CCG has one Calendar month to respond to any request. In order to provide clarity to staff in the organisation. The CCG will calculate the time limit from the day after we receive the request (whether the day after is a working day or not).

### **8.7. Extending the Response Time**

We can extend the time to respond by a further two months if the request is complex or we have received a number of requests from the individual. We will let the individual know without undue delay and within one month of receiving their request and explain why the extension is necessary.

### **8.8. Verifying Identity**

The CCG is responsible for ensuring it is reasonably satisfied of the identity of the requestor and will take appropriate steps to ensure this such as a request for identification. The CCG will only request information that is necessary to confirm identity.

For children and vulnerable adults the CCG will always seek confirmation of identity.

The CCG will let the individual know without undue delay that more information is needed from them to confirm their identity. The CCG does not need to comply with the request until the additional information has been received.

### **8.9. Review**

This document may be reviewed at any time at the request of either staff or management, or in response to new legislation or guidance, but will automatically be reviewed every year.

## **6. Training requirements**

All staff are required to complete training using the NHS Data Security Awareness Level 1 modules provided by NHS Digital (Information Governance Training) or approved face to face training (if offered). Bespoke training on Individual's Rights will be provided to relevant teams and staff by the BNSSG IG team where this is included in the relevant service level agreement.

## **7. Equality Impact Assessment**

An Equality Impact Analysis (EIA) has been completed. No adverse impact or other significant issues were found. A copy of the EIA is attached at Appendix B.

## **8. Monitoring compliance and effectiveness**

An implementation plan has been prepared and is attached at appendix 4. Compliance with this policy and associated legislation will be monitored by reporting to the Audit, Governance and Risk Committee, including information regarding the number of requests received, the percentage responded to within the legislated timeframe and the number of exemptions applied

## **9. Countering Fraud**

The CCG is committed to reducing fraud in the NHS to a minimum, keeping it at that level and putting funds stolen through fraud back into patient care. Therefore, we have given consideration

to fraud and corruption that may occur in this area and our responses to these acts during the development of this policy document.

## 10. References, acknowledgements and associated documents

### Legislation

All staff are required to comply with Data Protection Legislation. This includes

- the General Data Protection Regulation (GDPR),
- the Data Protection Act (DPA) 2018,
- the Law Enforcement Directive (Directive (EU) 2016/680) (LED) and any applicable national Laws implementing them as amended from time to time

In addition, consideration will also be given to all applicable Law concerning privacy confidentiality, the processing and sharing of personal data including

- the Human Rights Act 1998,
- the Health and Social Care Act 2012 as amended by the Health and Social Care (Safety and Quality) Act 2015,
- the common law duty of confidentiality and
- the Privacy and Electronic Communications (EC Directive) Regulations

Consideration must also be given to the

- Electronic Communications Act 2000
- Freedom of Information Act 2000
- Other relevant Health and Social Care Acts
- Access to Health Records Act 1990

### Guidance

- CCG Standard Operating Procedures – INDIVIDUALS RIGHTS UNDER THE DATA PROTECTION LEGISLATION AND ACCESS TO HEALTH RECORDS ACT
- [ICO Guidance](#)
- [NHS Digital looking after your information](#)
- [Dept. of Health and Social Care 2017/18 Data Security and Protection Requirements](#)
- [NHS England Confidentiality Policy](#)
- [Records management: Code of Practice for Health & Social care](#)
- [Confidentiality: NHS Code of Practice - Publications - Inside Government - GOV.UK](#)
- [Confidentiality: NHS Code of Practice - supplementary guidance](#)
- [GMC guidance for managing and protecting personal information](#)
- [NHS Choices Your Health and Care Records](#)

## 11. Appendices

### 11.1. Equality Impact Assessment

| Equality Impact Assessment Screening   |  |  |
|--|--|--|
| Query  | Response   |  |
| What is the aim of the document?   | The Individual Rights Policy details how the CCG will meet its legal obligations and NHS requirements concerning individuals rights under GDPR |  |
| Who is the target audience of the document (which staff groups)?   | All staff  |  |
| Who is it likely to impact on and how?   | Staff  | X  |
|  | Patients   | X  |
|  | Visitors   | X  |
|  | Carers   | X  |
|  | Other – governors, volunteers etc  | X  |
| Does the document affect one group more or less favourably than another based on the 'protected characteristics' in the Equality Act 2010: | Age (younger and older people)   | No the policy is equally applicable to all individuals |
|  | Disability (includes physical and sensory impairments, learning disabilities, mental health)   | No   |
|  | Gender (men or women)  | No   |
|  | Pregnancy and maternity  | No   |
|  | Race (includes ethnicity as well as gypsy travellers)  | No   |
|  | Sexual Orientation (lesbian, gay and bisexual people)  | No   |
|  | Transgender people   | No   |
|  | Groups at risk of stigma or social exclusion (e.g. offenders, homeless people)   | No   |
|  | Human Rights (particularly rights to privacy, dignity, liberty and non-degrading treatment)  | No   |

## 11.2. The Individual Rights in more detail

### THE RIGHT TO BE INFORMED (GDPR ARTICLES 12, 13 AND 14)

The CCG must provide individuals with information including (but not limited to):

- Our purposes for processing personal data,
- Our retention periods for that personal data, and
- who it will be shared with

This is called 'privacy information' or 'Fair Processing Information' and we must provide privacy information to individuals at the time we collect personal data from them. If we obtain personal data from other sources, we must provide individuals with privacy information within a reasonable period of obtaining the data and no later than one month.

#### How and what information should be provided

The information we provide to people must be

- concise,
- transparent,
- intelligible,
- easily accessible, and
- it must use clear and plain language

We put our Fair Processing Notice on our website.

We must regularly review, and where necessary, update our privacy information. We must bring any new uses of an individual's personal data to their attention before we start the processing.

### THE RIGHT OF ACCESS BY THE DATA SUBJECT (SUBJECT ACCESS REQUEST – GDPR ARTICLE 15)

#### What is the right of access?

The right of access, commonly referred to as subject access, gives individuals the right to obtain a copy of their personal data as well as other supplementary information.

#### What is an individual entitled to?

Individuals have the right to obtain the following from the CCG:

- confirmation that we are processing their personal data;
- a copy of their personal data; and
- other supplementary information such as
  - the purposes of processing;
  - the categories of personal data concerned;
  - the recipients or categories of recipient we disclose personal data to;
  - retention period for storing personal data or, where this is not possible, our criteria for determining how long we will store it;
  - the existence of their right to request rectification, erasure or restriction or to object to such processing;
  - the right to lodge a complaint with the ICO or another supervisory authority;
  - information about the source of the data, where it was not obtained directly from the individual;

- the existence of automated decision-making (including profiling); and
- the safeguards we provide if we transfer personal data to a third country or international organisation

Much of this supplementary information is provided in our privacy notice.

### **What about requests made on behalf of others?**

The GDPR does not prevent an individual making a subject access request via a third party. Often, this will be a solicitor acting on behalf of a client, but it could simply be that an individual feels comfortable allowing someone else to act for them. In these cases, we need to be satisfied that the third party making the request is entitled to act on behalf of the individual, but it is the third party's responsibility to provide evidence of this entitlement. This might be a written authority to make the request or it might be a more general power of attorney if the individual lacks mental capacity.

### **What about the records of deceased individuals?**

The Data Protection Legislation only relates to living individuals. However requests for access to personal data relating to deceased individuals can also be made under another piece of legislation – the Access to Health Records Act (AHRA) 1990. The same rules apply regarding 'fees' etc. under the GDPR; however requests under the AHRA must be completed with 40 calendar days instead of 1 calendar month. The request must still be logged and actioned without undue delay.

## **THE RIGHT TO RECTIFICATION (GDPR ARTICLE 16 AND 19)**

The GDPR includes a right for individuals to have inaccurate personal data rectified, or completed if it is incomplete although this will depend on the purposes for the processing. This may involve providing a supplementary statement to the incomplete data.

This right has close links to the accuracy principle of the GDPR (Article 5(1) (d)). However, although we may have already taken steps to ensure that the personal data was accurate when we obtained it; this right imposes a specific obligation to reconsider the accuracy upon request.

### **What do we need to do?**

If we receive a request for rectification we should take reasonable steps to check that the data is accurate and to rectify the data if necessary. We should take into account the arguments and evidence provided by the individual.

## **THE RIGHT TO ERASURE (GDPR ARTICLE 17 AND 19)**

Individuals have the right to have their personal data erased if:

- the personal data is no longer necessary for the purpose which we originally collected or processed it for;
- we are relying on consent as our lawful basis for holding the data, and the individual withdraws their consent;
- we are relying on legitimate interests as our basis for processing, the individual objects to the processing of their data, and there is no overriding legitimate interest to continue this processing;

- we are processing the personal data for direct marketing purposes and the individual objects to that processing;
- we have processed the personal data unlawfully (i.e. in breach of the lawfulness requirement of the 1st principle);
- we have to do it to comply with a legal obligation; or
- we have processed the personal data to offer information society services to a child

There is an emphasis on the right to have personal data erased if the request relates to data collected from children. This reflects the enhanced protection of children's information, especially in online environments, under the GDPR. For further details about the right to erasure and children's personal data please read the ICO guidance on children's privacy.

## **RIGHT TO RESTRICT PROCESSING (GDPR ARTICLE 18 AND 19)**

Individuals have the right to request the restriction or suppression of their personal data. When processing is restricted, we are permitted to store the personal data, but not use it.

This right has close links to the right to rectification (Article 16) and the right to object (Article 21).

Individuals have the right to restrict the processing of their personal data where they have a particular reason for wanting the restriction. This may be because they have issues with the content of the information we hold or how we have processed their data. In most cases we will not be required to restrict an individual's personal data indefinitely, but we will need to have the restriction in place for a certain period of time.

## **THE RIGHT TO DATA PORTABILITY (GDPR ARTICLE 20)**

Individuals have the right to obtain and reuse their personal data for their own purposes across different services. It allows them to move copy or transfer personal data easily from one IT environment to another in a safe and secure way, without hindrance to usability. Some organisations in the UK already offer data portability through the midata and similar initiatives which allow individuals to view access and use their personal consumption and transaction data in a way that is portable and safe. It enables consumers to take advantage of applications and services which can use this data to find them a better deal, or help them understand their spending habits.

## **THE RIGHT TO OBJECT (GDPR ARTICLE 21)**

An individual has the right to object to

- processing based on legitimate interests or the performance of a task in the public interest/exercise of official authority (including profiling);
- direct marketing (including profiling); and
- processing for purposes of scientific/historical research and statistics

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## **RIGHT NOT TO BE SUBJECT TO AUTOMATED DECISION MAKING AND PROFILING (GDPR ARTICLE 22)**

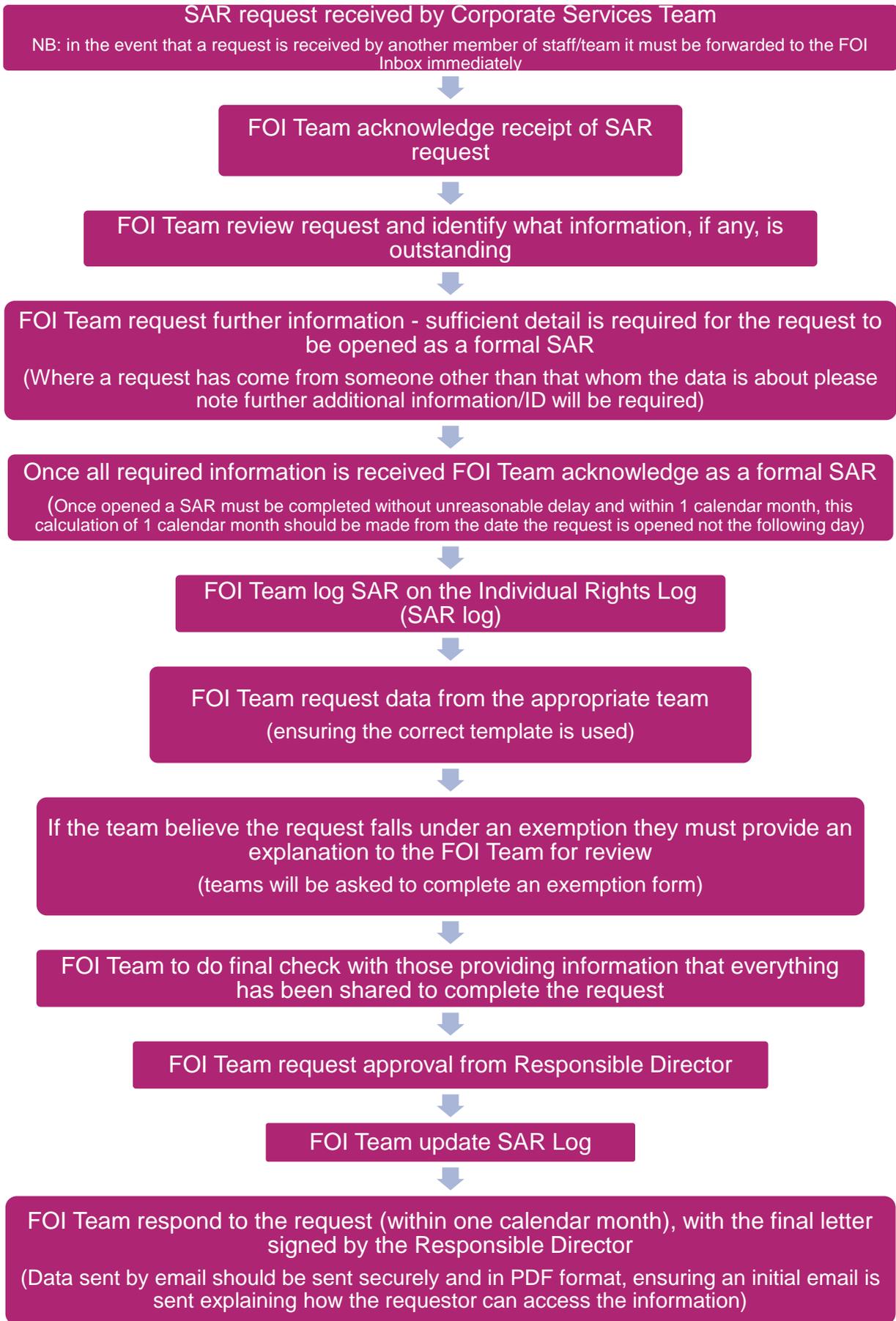
The GDPR applies to all automated individual decision-making and profiling. Article 22 of the GDPR has additional rules to protect individuals if we are carrying out solely automated decision-making that has legal or similarly significant effects on them. The processing is defined as follows:

- **Automated individual decision-making** (making a decision solely by automated means without any human involvement).

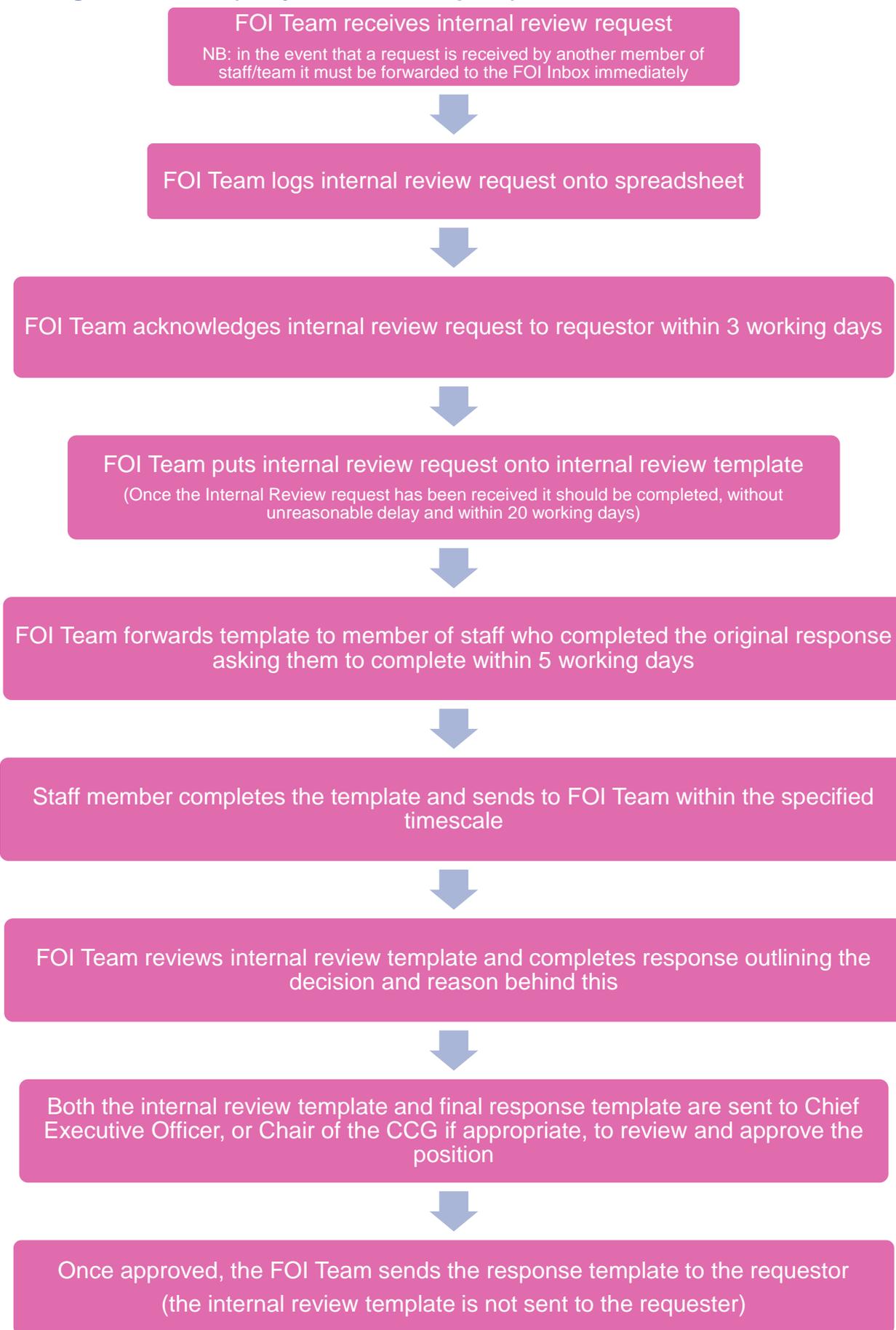
Examples include an online decision to award a loan; or a recruitment aptitude test which uses pre-programmed algorithms and criteria. Automated individual decision-making does not have to involve profiling, although it often will do.

- **Profiling** (automated processing of personal data to evaluate certain things about an individual) and includes any form of automated processing of personal data consisting of the use of personal data to evaluate certain personal aspects relating to a natural person, in particular to analyse or predict aspects concerning that natural person's performance at work, economic situation, health, personal preferences, interests, reliability, behaviour, location or movements.

### 11.3 Right to Access (Subject Access Request) Procedure



## 11.4 Right to Access (Subject Access Request) Internal Review Procedure



## 11.5 Implementation Plan

**Policy Name: Individual Rights Policy**

**Policy Owner: Corporate Secretary**

| Target Group           | Implementation or Training objective   | Method   | Lead                      | Target start date | Target End date | Resources Required                  |
|------------------------|--|--|---------------------------|-------------------|-----------------|-------------------------------------|
| Governing Body         | Ensure GB is aware of the CCG's responsibilities for Individual Rights requests and provide assurance that appropriate process is established to ensure legal compliance | Cover paper and policy to be presented to the Governing Body   | Corporate Secretary       | Nov-19            | Nov-19          | Staff time, Governing Body time     |
| Executive Directors    | Ensure awareness of responsibilities of CCG process to ensure compliance.  | Email confirmation of policy implementation to Executive Directors highlighting sign off procedures for requests   | Corporate Support Officer | Nov-19            | Dec-19          | staff time, executive director time |
| Executive Director PAs | Ensure awareness of CCG process and Executive Director Role in process   | Email confirmation of policy implementation to Executive Directors highlighting sign off procedures for requests to be copied into PAs   | Corporate Support Officer | Nov-19            | Dec-19          | staff time                          |
| All Staff              | Ensure awareness of CCG processes and procedures   | Policy to be placed on website<br>Information about the policy and CCG process to be placed on the Hub<br>Information about the policy and CCG process to be communicated through internal newsletter<br>Awareness raising item at individual Directorate SMT and Directorate team meetings and the Business Admin Network | Corporate Support Officer | Nov-19            | Ongoing         | staff time<br>IG training module    |

