



CCTV Policy

Embrace Multi Academy Trust strives to maintain and improve good provision and outcomes at each of its member schools. Based upon our shared ethos and our values of wisdom, collaboration, respect, integrity, inclusivity, and compassion, we aim to support the learning and development of every person within the trust and our policies are written from this perspective.

Version	Approval Level	Document History	Date	Review Period
V1	Estates & Compliance Manager	Approved	Aug 2025	2 Yearly
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1 Introduction

- 1.1 The Trust uses closed-circuit television (CCTV) in order to protect the safety of students, staff, parents/carers and visitors.
- 1.2 This policy outlines how the Trust uses CCTV in line with the principles set out within the Surveillance Camera Code of Practice 2021. All personal data obtained is stored in accordance with UK General Data Protection Regulations (UKGDPR) and Data Protection Act 2018Paragraph

2 Purpose

- 2.1 CCTV recordings may be used for:
 - prevention and detection of crimes, in the Trust and on the premises
 - student behaviour management, discipline and exclusions
 - staff disciplinary and associated processes and appeals
 - maintaining a safe environment for the whole Trust community
- 2.2 Processing may also be carried out under the recognised legitimate interest basis introduced by Data (Use and Access) Act 2025 specific to supporting safeguarding, crime prevention and public safety.

3 CCTV System Operation

- 3.1 The CCTV system will be operational 24 hours a day, 365 days a year.
- 3.2 The Data Controller is registered with the Information Commissioner's Office.
- 3.3 The system does not record audio.
- 3.4 All recordings will have date and time stamps

4 Location of Cameras

- 4.1 The cameras are located in places that require monitoring in order to achieve the purpose of the CCTV system.
- 4.2 Appropriate signs are displayed around the Trust premises within prominent locations that clearly identifies that CCTV recording is in operation.
- 4.3 Signs are located at the entrance gate, building entrance and inside reception.

5 General Access to CCTV Footage

- 5.1 It will not be common practice to release CCTV footage unless satisfactory evidence for a secure legal basis can be provided. This is authorised within Section 115, Crime and Disorder Act 1998.
- 5.2 In appropriate circumstances, the Trust may allow authorised personnel to view footage where the above purposes are considered.
- 5.3 The Trust will maintain a record of all disclosures.

- 5.4 All requests for access should be made in writing to the system manager and be specific to a date and time frame.
- 5.5 Any disclosure will be done in line with UK GDPR and Data Protection.
- 5.6 The Trust cannot guarantee disclosure of footage when made under a Subject Access Request due to:
- lack of technical resources available in order to blur or redact the footage
 - the release of footage would prejudice an ongoing investigation
 - other identifiable individuals have not consented.

6 Authorised CCTV System Operators

- 6.1 The Trust has limited staff members, who are fully trained and understand the importance of confidentiality, authorised to access and operate the CCTV system.
- 6.2 The authorised personnel within Trust are:
- Principal / Headteacher
 - School Operations Manager / Office Manager
 - School Site Manager
 - School IT Manager / Trust IT Manager
 - Estates and compliance Manager (Whole Trust)
 - Pastoral staff

7 Storage of Footage

- 7.1 Footage will be retained for no longer than necessary to achieve the purposes of the system.
- 7.2 The retention period will be 28 days; at the end of the retention period the files will be deleted.
- 7.3 On occasion footage may be retained for longer than 28 days. For example, where a law enforcement body is investigating a crime.
- 7.4 Recordings will be downloaded and encrypted, so that the data will be secure, and its integrity maintained, to ensure it can be used as evidence if required.
- 7.5 All recordings must be logged and traceable throughout their life within the system.

8 CCTV System Security

- 8.1 A full Data Privacy Impact Assessment will be completed upon deployment, replacements, development or upgrading of the CCTV system. This is in line with the UK GDPR principle, Privacy by Design, and ensures the aim of the system is reasonable, necessary and proportionate.

8.2 The system will be made secure by the following safeguards:

- the system manager will be responsible for overseeing the security of the footage and recorded images, maintenance and training of authorised personnel
- the system will be checked for faults each week
- the footage will be stored securely and encrypted
- the software updates will be installed as soon as possible
- the recorded footage will be password protected
- the equipment will be located in a secured lockable enclosure accessible only to authorised personnel
- adequate cyber security measures will be in place to protect footage from cyber-attacks
- a register of authorised staff is maintained, reviewed and updated when necessary.

9 Covert Recording

9.1 The Trust will only 'covert record' when the following criteria are met:

- an assessment concluded that if we had to inform individuals that recording was taking place it would prejudice our objective
- there is reasonable cause to suspect specific criminal activity or actions that could result in a serious breach of staff or volunteer behaviour expectations is taking place
- covert processing is carried out for limited and reasonable period of time and related to specific suspected criminal activity
- if the situation arises where the Trust adopts 'covert recording', there will be a clear, documented procedure which sets out how the decision to record covertly was reached, by whom and the risk of intrusion on individuals.

10 Complaints

10.1 Any complaints should be made in writing to the Estates and Compliance Manager:

- Tom Chambers
- Email address: T.chambers@embracemat.org

11 Review and Monitoring

11.1 Appropriate changes will be made accordingly in line with changes to legislation.

11.2 The SLT will communicate changes to all authorised staff members within their schools.