



**Buckinghamshire  
College Group**

# **CCTV Policy 2025-27**

Responsible Officer: Head of Estates and Health and Safety  
Date: 25 February 2025  
Review date: February 2027 (unless preceded by legislation)  
Procedure available: Intranet / Student VLE / Website  
Approved by: Executive

## **1. Purpose and Scope**

It is the policy of the College to provide a safe work environment for employees, students, visitors, temporary staff and contractors while on the College premises and within the College buildings.

CCTV cameras are deployed at various locations within and around the College estates, to assist in the prevention and detection of crime and to support the day-to-day management of the College including ensuring the health and safety of staff, students, and visitors. Because capturing CCTV images assists the College to carry out these tasks, the College has a legitimate interest to process this data in this manner.

This policy details the operating standards and procedures for closed circuit television (CCTV) systems installed at the Buckinghamshire College Group, in accordance with the requirements of:

- General Data Protection Regulation (GDPR)
- The CCTV Code of Practice 12/01/2022 issued by the Information Commissioners Office
- Article 8 of the Human Rights Act Right 1998. Respect for Private and Family Life.

## **2. Operating Principles**

To ensure compliance with the above, all CCTV operations, must at all times, adhere to the following principles.

- Fairly and lawfully processed
- Adequate, relevant and not excessive
- Accurate
- Images are not retained for longer than is justifiably necessary
- Processed in accordance with the individual's rights
- Secure.

## **3. Rights in relation to Automated Decision Taking**

Buckinghamshire College Group CCTV system is not used in any manner in relation to automated decision taking.

## **4. Roles and Responsibilities:**

The CCTV system is owned by Buckinghamshire College Group and managed by the College and its appointed agents. Under the Data Protection Act 2018, the College is the Data Controller for the images produced by the CCTV system.

The Head of Estates and Health and Safety has overall responsibility for the management of the CCTV system and ensuring compliance with this policy.

The College named Data Protection Officer is the Executive Director of MIS and Digital Transformation.

## **5. CCTV Control of Viewing and Access to Data**

All viewing and observing of the CCTV images will be carried out at Buckinghamshire College Group on the appropriate campus. No unauthorised access to the CCTV screens will be permitted at any time. Access will be strictly limited to the authorised Estates staff, tech support staff in carrying out relevant duties, the Data Protection Officer, and members of the Executive Team in emergency safeguarding situations. Images saving to other formats such as DVD discs will only be carried out using the computer in the Head of Estates and Health and Safety office or in the Tech Support office. Access to rooms or offices in which CCTV screens are present will be controlled. Estates staff will satisfy themselves of the identity of any visitor and that the visitor has appropriate authorisation and will ensure the visitor does not have viewing access to the CCTV unless authorised as in section 6.

CCTV viewing or observing in other places will only take place if authorised by the Head of Estates and Health and Safety, campus managers acting on behalf of the Head of Estates and Health and Safety or Data Protection Officer. This includes remote viewing.

All staff working in the viewing area will be made aware of the sensitivity of handling CCTV images and recordings. The Head of Estates and Health and Safety will ensure that all staff are fully briefed and trained in respect of the functions, operational and administrative, arising from the use of CCTV.

Contractors working on the system will sign an undertaking that they understand and will comply with Buckinghamshire College Group, CCTV Policy through the contractor management procedure.

Images are retained on a secure hard drive for a minimum of 14 days and in some cases up to 30; after this period, they are automatically over-written.

Subject to the appropriate data subject access requests, images are normally copied to a disc, which is then given to the requesting organisation or individual. Enforcement Officers may request footage via a secure online process. The downloads are recorded in the CCTV folder which is located in the Estates Office and is signed by the receiving authority/person. In order to carry out this process, images are initially copied to a secure drive within the college system. Should there be any further requests, or if there has been a technical issue, these images are retained on the Head of Estates drive for up to 12 months for reasons of ensuring footage is available for any resulting court action.

## **6. Access to/Disclosure of CCTV Images**

Requests for access to, or disclosure of (i.e. provision of a copy), images recorded on the College CCTV systems, will be granted at the discretion of the Data Protection Officer, the Head of Estates and Health and Safety, or the Campus Manager[s] working on behalf of the Head of Estates and Health and Safety. In some cases, outlined below, the explicit approval of the Data Protection Officer is required.

The Head of Estates and Health and Safety, or Campus Managers working on their behalf, may provide access to CCTV images when sought as evidence in relation to safeguarding issues, student discipline cases, in the investigation of a Health and Safety at Work Act incident, or to support law enforcement agencies in the investigation of a potential crime, as follows.

Law enforcement agencies may view or request copies of CCTV images subject to providing an appropriate written General Data Protection Regulation request and in accordance with the protocols contained within this document. In urgent cases of crime or public safety, relevant law

enforcement agencies may view CCTV images if requested in person and subject to authorisation by the Head of Estates and Health and Safety, Campus Managers, or Data Protection Officer. Requests will need to be made within 14 days of the footage being taken, after this date, it is unlikely it will be available.

At the request of an HR manager or adviser, the Data Protection Officer alone may provide access to the CCTV images for use in staff disciplinary and performance management cases. The Data Protection Officer alone can authorise any other non-routine CCTV footage disclosures and will review these on a case-by-case basis.

A record of any disclosures made under this policy will be held on the CCTV log itemising the date, time, requestor, authoriser and reason for the disclosure.

## **7. Access to Images by a Subject**

CCTV digital images, if they show a recognisable person, or any other identifying details (e.g. Registration plates), are personal data and are covered by the General Data Protection Regulation. Anyone who believes that they have been filmed by CCTV is entitled to ask for a copy of the data, subject to exemptions contained in the Act. They do not have the right of instant access.

Additionally, persons may make a Freedom of Information Act request.

A person whose image has been recorded and retained and who wishes access to the data must apply in writing to and received by the Data Protection Officer within 14 days of the footage being taken. All applications must be made by the Data subject themselves, or their legal representative.

Requests will be processed promptly. Freedom of Information requests will be responded to within 20 working days.

The General Data Protection Regulation gives the Data Protection Officer the right to refuse a request for a copy of the data particularly where such access could prejudice the prevention or detection of crime or the apprehension or prosecution of offenders, or the images have been erased. If a data subject access request is refused, the reasons will be fully documented and the data subject informed in writing, stating the reasons.

The Freedom of Information Act 2000 gives the Data Protection Officer exemptions under Section 40 and 38 of that act which would prevent disclosure of CCTV images. If a refusal is made under these exemptions, the reasons will be fully documented and the data subject informed in writing, stating the reasons.

Where the College is unable to comply with a Subject Access Request without disclosing the personal data of another individual who is identified or identifiable from that information, it is not obligated to comply with the request, unless satisfied that the individual has provided their express consent to the disclosure, or if it is reasonable, having regard to the circumstances, to comply without the consent of the individual.

## **8. Right to Prevent Processing Likely to Cause Damage or Distress**

The Right to Object within the General Data Protection Regulation.

An individual has the right to request to cease, or not to begin processing, or processing for a specified time period or in a specified manner, where this is likely to cause substantial and unwarranted damage or distress to that or another individual.

Such requests must be made in writing to the Data Protection Officer, who will provide a written response within 21 days of receiving the request, stating his reasons as to regarding the data subject notice as to any extent unjustified and the extent (if any) to which he has complied or intends to comply with it.

## **9. System Details**

Any changes or additions to the system will be in compliance with the General Data Protection Regulation and the Information Commissioners Office CCTV code of practice.

Buckinghamshire College Group CCTV has a number of cameras on the grounds at each campus with images being transmitted to a secure server for storage and for recall at a later date, with a live feed being streamed from the server to the Security Officers monitor and the Estates Office in each of the College Buildings.

The College system consists of: Fixed position cameras, pan and tilt cameras, 360° cameras.

Cameras are located at strategic points in each campus and across the grounds. They cover vulnerable points such as entrance and exits to buildings. No cameras cover any areas which would be considered private.

The system is capable of recording audio on some of the positions.

A detailed plan locating each camera will be documented and available in the Estates Office.

There are signs prominently placed at each main entrance/exit points to each building informing that a CCTV installation is in use.

## Equality Impact Assessment

Section One	
<b>College:</b>	Buckinghamshire College Group
<b>Departments Effected:</b>	Whole College
<b>Who is responsible for the Equality Impact Assessment?</b>	Head of Estates and Health and Safety
<b>Title</b> (of the policy/practice/decision)	CCTV Policy
<b>Description</b> (Provide a brief description of the policy/practice/decision)	This policy details the operating standards and procedures for closed circuit television (CCTV) systems installed at the College, and ensures a safe work environment for all.

Section Two – Stakeholder Consultation		
2	Who are the main stakeholders and what consultation exercise are you planning to undertake, if required (e.g. consultation with Employee Voice, Trades Unions, Staff groups, Student groups?)	Health and Safety Committee and all staff and students.
3	Are there concerns that this could result in differential or adverse impact on any Equality Groups (Protected Characteristics as identified by the Equality Act 2010)	There are no concerns, reasonable adjustments are made as part of any risk assessment process.

Section Three
<b>Please identify how the policy may impact the following protected characteristics:</b>

- Identify any positive impacts the policy/practice/decision may have on equality groups.
- Identify any negative impacts the policy/practice/decision may have on equality groups.
- Propose measures to mitigate or eliminate identified negative impacts.

Protected Characteristics	Impact High/Medium/ Low/N/A	Action(s) you will take to mitigate or remove the negative or adverse impact if identified? <small>Propose measures to mitigate or eliminate identified negative impacts</small>
1. Age <small>(e.g. are there ways older or younger people may find it difficult to engage?)</small>	Low - positive	All staff and students are given equability in regards to their needs and provisions.
2. Disability <small>(eg do you need to consider large print or easy read?)</small>	Medium - positive	As above
3. Gender identification <small>(eg is your language inclusive of LGBTQ+ groups?)</small>	Medium - positive	As above
4. Gender Re-assignment <small>(eg is your language inclusive of trans and non-binary people?)</small>	Medium - positive	As above
5. Marriage and civil partnership <small>(eg does it treat marriage and civil partnerships equally?)</small>	Low - positive	As above
6. Pregnancy & Maternity <small>(eg with this have an impact on pregnant or those on family leave; breastfeeding services?)</small>	Medium - positive	As above
7. Race / Ethnicity <small>(eg does it take into account the needs of people from different groups)</small>	Medium - positive	As above
8. Religion or Belief <small>(eg do people from faith groups experience any specific disadvantage)</small>	Medium - positive	As above
9. Sexual Orientation <small>(eg is your language inclusive of LGBTQ+ groups?)</small>	Medium - positive	As above

<b>Section Four – Monitoring and Review</b>	
<p><b>Does your criteria and procedure promote fairness and equal opportunities?</b>  <i>Utilize relevant data sources, such as demographic information, student feedback, or staff surveys, to inform the analysis as necessary</i></p>	<p>Yes, the policy ensures that there is fair and equitable safety processes for all. Any reasonable adjustments are made through the relevant Risk Assessment process.</p>
<p><b>How will you monitor and evaluate the effectiveness of these measures to determine whether it has been effectively and fairly applied</b></p>	<p>The effectiveness is monitored through the Health and Safety Committee, the Health and Safety Teams, via Employee/Student Voice and through the Estates annual Self-Assessment process.</p>

<b>Section Five – Outcome, Sign-off and Authorisation</b>	
<p><b>Equality Impact Assessment Outcome</b>            Select one of the four options below to indicate how the development/review of the policy/practice will be progressed and state the rationale for the decision</p>	
<p><b>Option 1:</b> No change required – the assessment is that the policy/practice is/will be robust.</p>	<p>Y</p>
<p><b>Option 2:</b> Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.</p>	
<p><b>Option 3:</b> Continue the policy or practice despite the potential for adverse impact, and which can be mitigated/or justified</p>	
<p><b>Option 4:</b> Stop the policy or practice as there are adverse effects cannot be prevented/mitigated/or justified.</p>	
<p><b>Name and job title of authorised person</b></p>	<p>Debbie Midson-Brown            Head of Estates and Health and Safety</p>
<p><b>Equality Impact Assessment was completed on:</b></p>	<p>14 November 2024 (updated Feb '25)</p>
<p><b>Date of next review, and by whom?</b>  <i>This may include regular reviews, data analysis, and stakeholder feedback</i></p>	<p>February 2027            Head of Estates and Health and Safety</p>