



# **Pathfinder**

**Teaching School Alliance**

## **Security Breach Prevention and Management Policy**

*This policy explains how The Pathfinder Teaching School Alliance will re-act in the event of a breach of data.*

Approval Date: April 2018

Next Review Date: April 2019

Member of staff responsible: Cp – Head of Teaching School

Governance: Teaching School Strategic Board

The Pathfinder Teaching School Alliance School is committed to developing to the full, the potential of each member of the school community, within the context set by its mission and its strategic aims, as teaching schools alliance.

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## Mission Statement of Pathfinder Teaching School Alliance

The Pathfinder Teaching School Alliance aims to provide the very best education for pupils in our schools. To maximise achievement through collaborative partnerships, a shared vision and by caring for children as individuals.

Aims will be achieved by working within all key areas of “the big three” framework set out in the DfE guidance for teaching schools.

- **Initial Teacher Training** – Lead role in recruiting and training teachers of the future
- **Continuous Professional Development** – Peer to peer professional and leadership development
- **School to School Support** – Providing and coordinating support for other schools

### ***Mission Statement***

- To work collaboratively in partnership, as a community of schools, to ensure all children are known and cared for as individuals
- To demonstrate a commitment to every child, to provide the very best education and to maximise achievement
- To share best practice and to provide an environment in which educational theory and practice can be observed, studied and practiced
- To recruit and inspire a new generation of colleagues and existing teachers by establishing the very best professional development to support fellow professionals in raising standards and aspirations
- To work collaboratively with other schools, the Church of England and educational institutions to establish an educational dialogue, to identify and implement change to continually improve practice at all schools
- To develop through partnership and shared values a vision for education

***“Values, Care and Achievement lived into being to establish educational excellence through collaborative partnerships”***

Our core focus will initially be centred on Initial Teacher Training and Continuous Professional Development. Whilst we will work within the framework of all elements of the “big three” our main priority will be these two components. As capacity and turnover increases we will gradually expand to develop other areas in more significant detail.

## **Statement of intent**

The Pathfinder Teaching School Alliance is required to keep and process certain information about its staff members, trainee teachers and pupils in accordance with its legal obligations under the General Data Protection Regulation (GDPR).

The alliance may, from time to time, be required to share personal information about its staff, trainees or pupils with other organisations, mainly the LA, other schools and educational bodies, and potentially children's services.

This policy is in place to ensure all staff and the Strategic Board are aware of their responsibilities and outlines how the alliance complies with the following core principles of the GDPR.

Organisational methods for keeping data secure are imperative, and name of school believes that it is good practice to keep clear practical policies, backed up by written procedures.

This policy complies with the requirements set out in the GDPR, which will come into effect on 25 May 2018. The government have confirmed that the UK's decision to leave the EU will not affect the commencement of the GDPR.

### **1. Legal framework**

- 1.1. This policy has due regard to legislation, including, but not limited to the following:
  - The General Data Protection Regulation (GDPR)
  - The Freedom of Information Act 2000
  - The Education (Pupil Information) (England) Regulations 2005 (as amended in 2016)
  - The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004
  - The School Standards and Framework Act 1998
- 1.2. This policy will also have regard to the following guidance:
  - Information Commissioner's Office (2017) 'Overview of the General Data Protection Regulation (GDPR)'
  - Information Commissioner's Office (2017) 'Preparing for the General Data Protection Regulation (GDPR) 12 steps to take now'
- 1.3. This policy will be implemented in conjunction with the following other school policies:
  - GDPR policy
  - GDPR record management policy
  - Data security breach and management policy
  - Photograph and Videos policy
  - Privacy policy for staff
  - Privacy policy for students

### **2. Types of security breach and causes**

- 2.1. Unauthorised use without damage to data – involves unauthorised persons accessing data on the school system, e.g. 'hackers', who may read the data or copy it, but who do not actually damage the data in terms of altering or deleting it.

- 2.2. Unauthorised removal of data – involves an authorised person accessing data, who removes the data to pass it on to another person who is not authorised to view it, e.g. a staff member with authorised access who passes the data on to a friend without authorised access – this is also known as data theft. The data may be forwarded or deleted altogether.
- 2.3. Damage to physical systems – involves damage to the hardware in the school’s ICT system, which may result in data being inaccessible to the school and/or becoming accessible to unauthorised persons.
- 2.4. Unauthorised damage to data – involves an unauthorised person causing damage to data, either by altering or deleting it. Data may also be damaged by a virus attack, rather than a specific individual.
- 2.5. Breaches in security may be caused as a result of actions by individuals, which may be accidental, malicious or the result of negligence – these can include:
  - Accidental breaches, e.g. as a result of insufficient training for staff, so they are unaware of the procedures to follow.
  - Malicious breaches, e.g. as a result of a hacker wishing to cause damage to the school through accessing and altering, sharing or removing data.
  - Negligence, e.g. as a result of an employee that is aware of school policies and procedures, but disregards these.
- 2.6. Breaches in security may also be caused as a result of system issues, which could involve incorrect installation, configuration problems or an operational error – these can include:
  - Incorrect installation of anti-virus software and/or use of software which is not the most up-to-date version, meaning the school software is more vulnerable to a virus
  - Incorrect firewall settings are applied, e.g. access to the school network, meaning individuals other than those required could access the system
  - Confusion between backup copies of data, meaning the most recent data could be overwritten

### **3. Roles and responsibilities**

- 3.1. The headteacher is responsible for implementing effective strategies for the management of risks posed by internet use, and to keep its network services, data and users secure.
- 3.2. The data controller is responsible for the overall monitoring and management of data security.
- 3.3. The headteacher is responsible for establishing a procedure for managing and logging incidents.
- 3.4. The governing body is responsible for holding regular meetings with the headteacher and data controller to discuss the effectiveness of data security, and to review incident logs.
- 3.5. All members of staff and pupils are responsible for adhering to the processes outlined in this policy, alongside the school’s E-Safety Policy and Acceptable Use Policy.

### **4. Secure configuration**

- 4.1. An inventory will be kept of all IT hardware and software currently in use at the school, including mobile phones and other personal devices provided by the school. This will be kept up-to-date.

- 4.2. Any changes to the IT hardware or software will be documented using the inventory, and will be authorised by the data controller before use.
- 4.3. All systems will be audited on a termly basis to ensure the software is up-to-date. Any new versions of software or new security patches will be added to systems, ensuring that they do not affect network security, and will be recorded on the inventory.
- 4.4. Any software that is out-of-date or reaches its 'end of life' will be removed from systems, i.e. when suppliers end their support for outdated products such that any security issues will not be rectified.
- 4.5. All hardware, software and operating systems will require passwords for individual users before use. Passwords will be changed on a termly basis to prevent access to facilities which could compromise network security.
- 4.6. The school believes that locking down hardware, such as through the use of strong passwords, is an effective way to prevent access to facilities by unauthorised users.

## **5. Network security**

- 5.1. The school will employ firewalls in order to prevent unauthorised access to the systems.
- 5.2. The school's firewall will be deployed as a:
  - Centralised deployment: the broadband service connects to a firewall that is located within a data centre or other major network location.
  - Localised deployment: the broadband service connects to a firewall that is located on an appliance or system on the school premises, as either discrete technology or a component of another system.
- 5.3. For the Internet that is deployed centrally. As the school's firewall is managed locally by a third party, the firewall management service will be thoroughly investigated by the data controller to ensure that:
  - Any changes and updates that are logged by authorised users within the school are undertaken efficiently by the provider to maintain operational effectiveness.
  - Patches and fixes are applied quickly to ensure that the network security is not compromised.
- 5.4. For the machines with a firewall installed locally. As the school's firewall is managed on the premises, it is the responsibility of the data controllers to effectively manage the firewall. The data controller will ensure that:
  - The firewall is checked weekly for any changes and/or updates, and that these are recorded using the inventory.
  - Any changes and/or updates that are added to servers, including access to new services and applications, are checked to ensure that they do not compromise the overall network security.
  - The firewall is checked weekly to ensure that a high level of security is maintained and there is effective protection from external threats.
  - Any compromise of security through the firewall is recorded using an incident log and is reported to the headteacher. The data controller will react to security threats to find new ways of managing the firewall.

- 5.5. For the Internet that is deployed centrally. The school will consider installing additional firewalls on the servers in addition to the third-party service as a means of extra network protection. This decision will be made by the headteacher, taking into account the level of security currently provided and any incidents that have occurred.

## **6. Malware prevention**

- 6.1. The school understands that malware can be damaging for network security and may enter the network through a variety of means, such as email attachments, social media, malicious websites or removable media controls.
- 6.2. The data controller will ensure that all school devices have secure malware protection and undergo regular malware scans.
- 6.3. The data controller will update malware protection on a daily basis to ensure it is up-to-date and can react to changing threats.
- 6.4. Malware protection will also be updated in the event of any attacks to the school's hardware and software.
- 6.5. Filtering of websites, as detailed in section 7 of this policy, will ensure that access to websites with known malware is blocked immediately and reported to the data controller.
- 6.6. The school will use mail security technology, which will detect and block any malware that is transmitted by email. This will also detect any spam or other messages which are designed to exploit users.
- 6.7. The data controller will review the mail security technology on a termly basis to ensure it is kept up-to-date and effective.

## **7. User privileges**

- 7.1. The school understands that controlling what users have access to is important for promoting network security. User privileges will be differentiated, i.e. trainee teachers will have different access to data and the network than members of staff.
- 7.2. The headteacher will clearly define what users have access to and will communicate this to the data controller, ensuring that a written record is kept.
- 7.3. The data controller will ensure that user accounts are set up to allow users access to the facilities required, in line with the headteacher's instructions, whilst minimising the potential for deliberate or accidental attacks on the network.
- 7.4. The data controller will ensure that websites are filtered in real time for inappropriate and malicious content. Any member of staff or pupil that has accessed inappropriate or malicious content will be recorded in accordance with the monitoring process in section 12 of this policy.
- 7.5. All users will be required to change their passwords on a monthly basis, passwords are set to be strong. Users will also be required to change their password if they become known to other individuals.

- 7.6. Trainee teachers are responsible for remembering their passwords; however, the school can reset them if necessary.
- 7.7. The 'master user' password used by the data controller will be made available to the headteacher, or any other nominated senior leader, and will be kept in the school office.
- 7.8. The data controller will review the system on a daily basis to ensure the system is working at the required level.

## **8. Monitoring usage**

- 8.1. Monitoring user activity is important for the early detection of attacks and incidents, as well as inappropriate usage by pupils or staff.
- 8.2. The school will inform all trainee teachers and staff that their usage will be monitored, in accordance with the school's Acceptable Use Policy and E-Safety Policy.
- 8.3. If a user accesses inappropriate content or a threat is detected, an alert will be sent to the data controller. Alerts will also be sent for unauthorised and accidental usage.
- 8.4. Alerts will identify: the user, the activity that prompted the alert and the information or service the user was attempting to access.
- 8.5. The data controller will record any alerts using an incident log and will report this to the headteacher. All incidents will be responded to in accordance with section 12 of this policy, and as outlined in the E-Safety Policy.
- 8.6. All data gathered by monitoring usage will be kept in a filing cabinet in the school office for easy access when required. This data may be used as a method of evidence for supporting a not yet discovered breach of network security. In addition, the data may be used to ensure the school is protected and all software is up-to-date.

## **9. Removable media controls and home working**

- 9.1. The school understands that pupils and staff may need to access the school network from areas other than on the premises. Effective security management will be established to prevent access to, or leakage of, data, as well as any possible risk of malware.
- 9.2. All school-owned devices for personal use, such as laptops, All USB Devices, mobile phones and tablets, to ensure that they are password protected. If any portable devices are lost, this will prevent unauthorised access to personal data.
- 9.3. If trainee teachers and staff use their personal devices, they will ensure that they have an appropriate level of security and firewall to prevent any compromise of the school's network security. This will be checked by the data controller.
- 9.4. When using laptops, tablets and other portable devices, the headteacher will determine the limitations for access to the network, as described in section 5 of this policy.
- 9.5. Staff who use school-owned laptops, tablets and other portable devices will use them for work purposes only, whether on or off school premises.

- 9.6. All data (where possible) will be held on systems centrally in order to reduce the need for the creation of multiple copies, and/or the need to transfer data using removable media controls.
- 9.7. The Wi-Fi network at the school will be password protected and will only be given out as required. Staff and pupils are not permitted to use the Wi-Fi for their personal devices, such as mobile phones or tablets, unless instructed otherwise by the headteacher.
- 9.8. A separate Wi-Fi network will be established for visitors at the school to prevent their access to printers, shared storage areas and any other applications which are not necessary.

## **10. Backing-up data**

- 10.1. The data controller performs a back-up of all electronic data held by the school on a daily basis, and the date of the back-up is recorded using a log. Each back-up is retained for two and a half months before being deleted.
- 10.2. The data controller performs an incremental back-up on a daily basis of any data that has changed since the previous back-up.
- 10.3. Where possible, back-ups are run overnight and are completed before the beginning of the next school day.
- 10.4. Upon completion of back-ups, data is stored on the school's hardware which is password protected.
- 10.5. Only authorised personnel are able to access the school's data.

## **11. User training and awareness**

- 11.1. The headteacher will arrange training for trainee teachers and staff to ensure they are aware of how to use the network appropriately in accordance with the Acceptable Use Policy and E-Safety Policy.
- 11.2. Training for all staff members will be arranged by the data controller within two weeks following an attack or significant update.
- 11.3. Through training, all pupils and staff will be aware of who they should inform first in the event that they suspect a security breach, and who they should inform if they suspect someone else is using their passwords.
- 11.4. All staff will receive training as part of their induction programme.
- 11.5. All users will be made aware of the disciplinary procedures for the misuse of the network leading to malicious attacks, in accordance with the process detailed in the E-Safety Policy.

## **12. Security breach incidents**

- 12.1. Any individual that discovers a security data breach will report this immediately to the headteacher and data controller.
- 12.2. When an incident is raised, the headteacher will record the following information:
- Name of the individual who has raised the incident
  - Description of the incident
  - Description of any perceived impact
  - Description and identification codes of any devices involved, e.g. school-owned laptop
  - Location of the equipment involved
  - Contact details for the individual who discovered the incident
- 12.3. The school's data controller will take the lead in investigating the breach, and will be allocated the appropriate time and resources to conduct this.
- 12.4. The data controller, as quickly as reasonably possible, will ascertain the severity of the breach and determine if any personal data is involved or compromised.
- 12.5. The data controller will oversee a full investigation and produce a comprehensive report.
- 12.6. The cause of the breach, and whether or not it has been contained, will be identified – ensuring that the possibility of further loss/jeopardising of data is eliminated or restricted as much as possible.
- 12.7. If the data controller determines that the severity of the security breach is low, the incident will be managed in accordance with the following procedures:
- In the event of an internal breach, the incident is recorded using an incident log, and by identifying the user and the website or service they were trying to access.
  - The headteacher will issue disciplinary sanctions to the pupil or member of staff, in accordance with the processes outlined in the E-safety Policy.
  - In the event of any external or internal breach, the data controller will record this using an incident log and respond appropriately, e.g. by updating the firewall, changing usernames and passwords, updating filtered websites or creating further back-ups of information.
  - The data controller will work with the third-party provider to provide an appropriate response to the attack, including any in-house changes.
- 12.8. Any further action which could be taken to recover lost or damaged data will be identified – this includes the physical recovery of data, as well as the use of back-ups.
- 12.9. Where the security risk is high, the school will establish what steps need to be taken to prevent further data loss which will require support from various school departments and staff. This action will include:
- Informing relevant staff of their roles and responsibilities in areas of the containment process.
  - Taking systems offline.
  - Retrieving any lost, stolen or otherwise unaccounted for data.
  - Restricting access to systems entirely or to a small group.
  - Backing up all existing data and storing it in a safe location.
  - Reviewing basic security, including:
    - Changing passwords and login details on electronic equipment.

- Ensuring access to places where electronic or hard data is kept is monitored and requires authorisation.

12.10. Where appropriate, e.g. if offences have been committed under the Computer Misuse Act 1990, the data controller will inform the police of the security breach.

12.11. The data controller will test all systems to ensure they are functioning normally, and the incident will only be deemed 'resolved' when it has been assured that the school's systems are safe to use.

### **13. Assessment of risks**

13.1. The following questions will be considered by the data controller in order to fully and effectively assess the risks that the security breach has brought, and to help take the next appropriate steps. All relevant questions will be clearly and fully answered in the data controller's report and records:

- What type and how much data is involved?
- How sensitive is the data? some data is sensitive because of its very personal nature (e.g. health records) while other data types are sensitive because of what might happen if it is misused (e.g. bank account details).
- Is it possible to identify what has happened to the data – has it been lost, stolen, deleted or tampered with?
- If the data has been lost or stolen, were there any protective measures in place to prevent this, such as data and device encryption?
- If the data has been compromised, have there been effective security measures in place that have mitigated the impact of this.
- Has individuals' personal data been compromised – how many individuals are affected?
- Who are these individuals – are they pupils, staff, governors, volunteers, stakeholders, suppliers?
- Could their information be misused or manipulated in any way?
- Could harm come to individuals? This could include risks to the following:
  - Physical safety
  - Emotional wellbeing
  - Reputation
  - Finances
  - Identity
  - Private affairs becoming public
- Are there further implications beyond the risks to individuals? Is there a risk of loss of public confidence/damage to the school's reputation, or risk to the school's operations?
- Who could help or advise the school on the breach? Could the LA, external partners, authorities, or others provide effective support?

13.2. In the event that the data controller, or other persons involved in assessing the risks to the school, are not confident in the risk assessment, they will seek advice from the Information Commissioner's Office (ICO).

### **14. Consideration of further notification**

14.1. The school will consider whether there are any legal, contractual or regulatory requirements to notify individuals or organisations that may be affected or who will have an interest in security (see 14.8 onwards for specific GDPR requirements about personal data).

- 14.2. The school will decide whether notification will help the school meet its security obligations under the seventh data protection principle.
- 14.3. The school will assess whether notification could help the individual(s) affected, and whether individuals could act on the information provided to mitigate risks, e.g. by cancelling a credit card or changing a password.
- 14.4. If a large number of people are affected, or there are very serious consequences, the ICO will be informed.
- 14.5. The school will consider who to notify, what to tell them and how they will communicate the message, which may include:
  - A description of how and when the breach occurred and what data was involved. Details of what has already been done to respond to the risks posed by the breach will be included.
  - Specific and clear advice on the steps they can take to protect themselves, and what the school is willing to do to help them.
  - A way in which they can contact the school for further information or to ask questions about what has occurred.
- 14.6. The school will consult the ICO for guidance on when and how to notify them about breaches.
- 14.7. The school will consider, as necessary, the need to notify any third parties – police, insurers, professional bodies, funders, trade unions, website/system owners, banks/credit card companies – who can assist in helping or mitigating the impact on individuals. Under the GDPR, the following steps will be taken if a breach of personal data occurs:
- 14.8. The school will notify the ICO within 72 hours of a breach where it is likely to result in a risk to the rights and freedoms of individuals.
- 14.9. Where a breach is likely to result in significant risk to the rights and freedoms of individuals, the school will notify those concerned directly with the breach.
- 14.10. Where the breach compromises personal information, the notification will contain:
  - The nature of the personal data breach including, where possible:
    - The type(s), e.g. staff, pupils or governors, and approximate number of individuals concerned.
    - The type(s) and approximate number of personal data records concerned.
  - The name and contact details of the data controller or other person(s) responsible for handling the school's information.
  - A description of the likely consequences of the personal data breach.
  - A description of the measures taken, or proposed, to deal with and contain the breach and, where appropriate, of the measures taken to mitigate any possible adverse effects.

## **15. Evaluation and response**

- 15.1. The data controller will establish the root of the breach, and where any present or future risks lie.
- 15.2. The data controller will consider the data and contexts involved.

- 15.3. The data controller and headteacher will identify any weak points in existing security measures and procedures.
- 15.4. The data controller and headteacher will identify any weak points in levels of security awareness and training.
- 15.5. The data controller will report on findings and, with the approval of the school leadership team, implement the recommendations of the report after analysis and discussion.

## **16. Monitoring and review**

- 16.1. This policy will be reviewed by the headteacher, in conjunction with the data controller, on an annual basis.
- 16.2. The data controller is responsible for monitoring the effectiveness of this policy, amending necessary procedures and communicating any changes to staff members.