



Privacy Notice

The practice aims to meet the requirements of the Data Protection Act 2018, the United Kingdom General Data Protection Regulation (UK GDPR), the guidelines on the Information Commissioner's (ICO) website as well as our professional guidelines and requirements.

The data controller is The Dental Spa (All providers are registered individually on the ICO website) The Information Governance leads are Julie Griffiths and Tara Neeves.

This Privacy Notice is available on the practice website at www.the-dentalspa.co.uk/privacynotice / at reception/ by email @ info@the-dentalspa.co.uk if you contact info@practice.com/ by calling 01743 343433 .

You will be asked to provide personal information when joining the practice. The purpose of us processing this data is to provide optimum health care to you.

The categories of data we process are:

- Personal Data for the provision of dental health care
- Personal data for the purposes of providing treatment plans, recall appointments, reminders or estimates
- Personal data such as details of family members for the provision of health care to children or for emergency contact details
- personal data for the purposes of employed and self employed team members employment and engagement respectively
- Personal data for the purposes of direct mail, text, email to inform you of important announcements or about new treatments or services
- Personal data - IP addresses so that we can understand our patients better and inform our marketing approach as well as improve the web site experience
- Special category data including health records for the purposes of the delivery of healthcare and meeting our legal obligations
- Special category data including health records
- Special category data to meet the requirements of the Equality Act 2010
- Special Category data details of criminal records checks for employees and contracted team members

We minimise the data that we keep and do not keep it for longer than necessary.

We never pass your personal details to a third party unless we have a contract for them to process data on our behalf and will otherwise keep it confidential. If we intend to refer a patient to another practitioner or to secondary care such as a hospital we will gain the individual's permission **before** the referral is made and the personal data is shared.

- Personal data is stored in the UK or EU whether in digital or hard copy format
- Personal data is stored outside of the UK and/or EU in digital format when suitable safeguards have been put in place to allow personal data to be transferred
- Personal data is obtained when a patient joins the practice, when a patient is referred to the practice and when or a online contact form is completed on the website

For full details of where your data is stored, please ask to see Information Governance Procedures M217 C



We have established the following lawful bases for processing your data:

Our lawful basis for processing personal data is

- The legitimate interest of the dental practice
- Processing is necessary for the performance of a contract with the data subject or to take steps to enter into a contract
- Consent of the data subject
- To comply with our legal obligations

Our Article 9 conditions for processing special category data:

- Processing for necessary health care purposes
- Processing necessary for identifying or keeping under review the existence or absence of equality of opportunity or treatment between groups of people with the view to enabling such equality to be promoted or maintained
- We obtain consent of the data subject to process criminal record checks

The reasons we process the data include

- To maintain your contemporaneous clinical records
- To provide you with the dental treatment, prevention and oral health advice
- To carry out financial transactions with you
- To send your personal data to the GDC or other authority as required by law
- To communicate with you as an when required about your treatment or the practice
- To communicate with your next of kin in an emergency
- If a parent or carer to communicate with you about the person or parent you care for
- To refer you to other dentists or doctors and health professionals as required
- To obtain criminal record disclosures for team members
- For debt recovery
- To continually improve the care and service you require from us

The personal data we process includes

Your name, address, gender, date of birth, medical history, dental history, family medical history, family contact details marital status financial details for processing payment, your doctor's details and details of treatment at the practice. We may process more sensitive special category data including ethnicity, race, religion or sexual orientation so that we can meet our obligations under the Equality Act 2010, or for example, to modify treatment to suit your religion.

The retention period for special data in patient records is a minimum of 11 years and may be longer for complex records in order to meet our legal requirements. The retention period for staff records is 6 years. The retention periods for other personal data is 2 years after it was last processed. Details retention periods are available in the Record Retention (M 215) procedure available from the practice.

We obtain your personal details when you enquire about our care and service. when you join the practice, when you subscribe to our newsletter or register online, when you complete registration or medical history forms and when another practitioner refers you for treatment at our practice. Occasionally patients are referred to us from other official sources such as NHS clinics or hospitals.

You have the following personal data rights:

- The right to be informed about the collection and use of your personal data
- The right of access - to have a copy of the data we hold about you. Generally, we will not charge for this service
- The right to rectification - to correct the data we have if it is inaccurate or incomplete
- The right to deletion of your personal data (clinical records must be retained for a certain time period)
- The right to restrict processing of your personal data
- The right to data portability - to have your data transferred to someone else
- The right to object to the processing of your personal data
- Rights in relation to automated decision making and profiling

Further details of these rights can be seen in our Information Governance Procedures (M 217C) or at the [Information Commissioner's website](#). Here are some practical examples of your rights:

- If you **are** a patient of the practice you have the right to withdraw consent for important notifications, newsletters, surveys or marketing. You can inform us to correct errors in your personal details or withdraw consent from communication methods such as telephone, email or text. You have the right to obtain a free copy of your patient records within one month.
- If you are **not** a patient of the practice you have the right to withdraw consent for processing personal data, to have a free copy of it within one month, to correct errors in it or to ask us to delete it. You can also withdraw consent from communication methods such as telephone, email or text.

We have carried out a Privacy Impact Assessment in Sensitive Information Map, PIA and Risk Assessment (M 217Q) and you can request a copy from the details below. The details of how we ensure security of personal data is in our Security Risk Assessment (M 217M) and Information Governance Procedures (M 217C).

Comments, suggestions and complaints

Please contact IG lead Julie Griffiths and Tara Neeves at the practice for a comment, suggestion or a complaint about your data processing at info@the-dentalspa.co.uk, or 01743 343433 or by writing to or visiting the practice at The Dental Spa, 8 Darwin Court, Oxon Business Park, Shrewsbury SY3 5AL. We take complaints very seriously.

If you are unhappy with our response or if you need any advice you should contact the Information Commissioner's Office (ICO). Their telephone number is 0303 123 1113, you can also [chat online with an advisor](#). The ICO can investigate your claim and take action against anyone who's misused personal data. You can also visit their website for information on [how to make a data protection complaint](#).

Related practice procedures

You can also use these contact details to request copies of the following practice policies or procedures:

- Data Protection and Information Security Policy (M 233-DPT), Consent Policy (M 233-CNS)
- Sensitive Information Map, PIA and Risk Assessment (M 217Q), Information Governance Procedures (M 217C), Record Retention (M 215)

If you have an enquiry or a request please contact the Information Governance Lead

Julie Griffiths

The Dental Spa, 8 Darwin Court, Shrewsbury, SY3 5AL



01743 343433

info@the-dentalspa.co.uk

Processing of Staff and Candidates' Information

This section explains how The Dental Spa processes the information of staff and applicants for job roles within the practice.

What data do we have?

So that we can provide a safe and professional service, we need to keep certain records about our team members. We may record the following types of data:

- Your basic details and contact information e.g. your name, address, date of birth, National Insurance number and next of kin
- Your financial details e.g. details so that we can pay you, insurance, pension and tax details
- Your training records

We also record the following data which is classified as "special category":

- Health and social care data about you, which might include both your physical and mental health data – we will only collect this if it is necessary for us to know as your employer, e.g. fit notes or in order for you to claim statutory maternity/paternity pay
- We may also, with your permission, record data about your race, ethnic origin, sexual orientation, or religion

As part of your engagement with the practice, you may be required to undergo a Criminal Record Check. This information is not kept for longer than is necessary—usually not more than 6 months following the recruitment decision, unless a dispute is raised or, in exceptional circumstances.

Why do we have this data?

We require this data so that we can contact you, pay you and make sure you receive the training and support you need to perform your job. By law, we need to have a lawful basis for processing your personal data.

We process your data because:

- We have a legal obligation under UK employment law
- We have a legitimate interest in processing your data – for example, for administration of training or learning course or emergency planning etc. These legitimate interests will be customary, or necessary for operational, administrative, HR and recruitment purposes and to otherwise manage employment relationship and interaction between employees
- We are required to provide data to our regulator, CQC, as part of our public interest obligations
- We are required to do so in our performance of another public task
- We process your special category data because it is necessary for us to process requests for sick pay or maternity pay
- If we request your criminal records data it is because we have a legal obligation to do this due to the type of work you do. This is set out in the Data Protection Act 2018 and the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975
- We may also process your data with your consent. If we need to ask for your permission, we will offer you a clear choice and ask that you confirm to us that you consent. We will also explain clearly to you what we need the data for and how you can withdraw your consent

Where do we collect your data from?

As your employer we need to receive specific data about you. This is collected from or shared with:



- You or your legal representative(s)
- Third parties – for example this could include references from your previous job

We do this face to face, via phone, email, our website, post, application forms or apps

How do we share your data?

Third parties are organisations we have a legal reason to share your data with. These include:

- HMRC
- Our pension and healthcare schemes
- Organisations we have a legal obligation to share information with i.e. for safeguarding, the CQC
- The police or other law enforcement agencies if we have to by law or court order

How long do we hold your data?

The retention period for staff records is 6 years, however, certain information relating to team members may lawfully be kept for longer. Team members should refer to Record Retention (M 215) for further details on how this practice keeps and disposes of staff data. Application forms and interview notes for unsuccessful candidates are kept for one year.

Your rights

As an individual you have certain rights regarding our processing of your personal data, including a right to lodge a complaint with the Information Commissioner's Office (ICO) as the relevant supervisory authority. For more information on your personal data rights, you can access information and advice on the ICO's website.

You can request a copy of your personal file by contacting the Information Governance Lead, Julie Griffiths