LAERSKOOL NUMBI PRIMARY

Policy of the Protection of Personal Information

"We Shape The Future"

"Ons Vorm Die Toekoms"

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School Stamp

The SGB adopted this Policy on

2025/10/27

Signatures: _____

SGB Chairperson

_____

School Principal

Policy of the Protection of Personal Information

1. Introduction

This document is the policy on the protection of personal information of Laerskool Numbi, as approved by the school governing body on 27th of October 2025. The policy has been drafted in accordance with the Constitution of the Republic of South Africa, 1996; the Protection of Personal Information Act 4 of 2013 (POPIA), the Promotion of Access to Information Act 2 of 2000, the South African Schools Act 84 of 1996, and other applicable legislation on school education.

As public bodies, schools have to comply with POPIA. The act requires public bodies to inform data subjects of how their personal information is used, disclosed, and destroyed.

Laerskool Numbi is committed to protecting the privacy of all data subjects and ensuring that their personal information is used appropriately, transparently, securely and in accordance with applicable laws.

This policy sets out how Laerskool Numbi handles personal information and specifies the purpose for which it is used.

2. Definitions

For purposes of this policy, the following terms are assigned the meanings as indicated:

"Biometric information" means information obtained through a technique of personal identification that is based on physical, physiological or behavioural characterisation, including blood-typing, fingerprinting, DNA analysis, retinal scanning and voice recognition.

"Competent person" means any person who is legally competent to consent to any action or decision being taken in respect of any matter concerning a child.

"Data subject" means the person to whom personal information relates.

"Deputy information officer" is the deputy principal. [1]

"Employee" refers to a staff member appointed at the school in terms of sections 20(4) and (5) of the South African Schools Act 84 of 1996.

"Employer" refers to Laerskool Numbi.

"Information officer" is the school principal.

"Personal information" means information relating to an identifiable, living, natural person and, where applicable, an identifiable, existing juristic person, including but not limited to —

[1] Section 56 of POPIA provides that deputy information officers may be "designated" to perform the duties of the information officer. FEDSAS recommends that the vice-principal be designated as such.

(a) information relating to the race, gender, sex, pregnancy, marital status, nationality, ethnic or social origin, colour, sexual orientation, age, physical or mental health, well-being, disability, religion, conscience, belief, culture, language and birth of the person;

(b) information relating to the education or the medical, financial, criminal or employment history of the person;

(c) any identifying number, symbol, e-mail address, physical address, telephone number, location information, online identifier or other particular assignment to the person;

(d) the biometric information of the person;

(e) the personal opinions, views or preferences of the person;

(f) correspondence sent by the person that is implicitly or explicitly of a private or confidential nature, or further correspondence that would reveal the contents of the original correspondence;

(g) the views or opinions of another individual about the person; and

(h) the name of the person if it appears with other personal information relating to the person, or if the disclosure of the name itself would reveal information about the person.

''Processing'' means any operation or activity or any set of operations, whether or not by automatic means, concerning personal information, including —

(a) the collection, receipt, recording, organisation, collation, storage, updating or modification, retrieval, alteration, consultation or use thereof;

(b) dissemination by means of transmission, distribution or making available in any other form; or

(c) merging, linking, as well as restriction, degradation, erasure or destruction of information.

''Record'' means any recorded information —

(a) regardless of its form or medium, including any of the following:

(i) Writing on any material

(ii) Information produced, recorded or stored by means of any tape recorder, computer equipment, whether hardware or software or both, or other device, and any material subsequently derived from information so produced, recorded or stored

(iii) A label, marking or other writing that identifies or describes anything of which it forms part, or to which it is attached by any means

(iv) A book, map, plan, graph or drawing

(v) A photograph, film, negative, tape or other device in which one or more visual images are embodied to be capable, with or without the aid of some other equipment, of being reproduced

(b) in the possession or under the control of a responsible party;

(c) whether or not a responsible party created it; and

(d) regardless of when it came into existence.

''Responsible party'' means the governing body of (school), which determines the purpose of and means for processing personal information.

3. Application of the policy

This policy applies to all personal information collected from all data subjects with whom the school interacts, including, but not limited to, parents, learners, educators, other staff members, contractors, and other third parties who enter into any agreement or contract with the school.

4. The collection of personal information

4.1. Personal information may be processed only if, given the purpose for which it is processed, such processing is adequate, relevant, not excessive, and in accordance with the applicable provisions of POPIA. The purpose must relate to a school function or activity.

4.2. Laerskool Numbi collects and processes personal information about the proper functioning, management and governance of the school, as prescribed in the South African Schools Act and other relevant education legislation and policies.

4.3. The type of information collected and processed will depend on the purpose for which it is collected, and any such information will be processed for that purpose alone. The school will inform the data subject of the information required, whether the supply of that information is voluntary or mandatory, the purpose for which the information is to be processed, and the consequences of not providing it.

4.4. The school will see to it that agreements are in place with all product suppliers, insurers and third-party service providers to ensure a mutual understanding of the protection of a data subject's personal information.

4.5. For purposes of this policy, any references to data subjects include both potential and existing data subjects.

5. The processing and use of personal information

5.1. Personal information will be processed (a) lawfully, and (b) in a reasonable manner that does not infringe the privacy of the data subject.

5.2. A data subject's personal information will be used only for the purpose for which it was collected. The overall purpose of data collection, processing and use by the school is to ensure that the school is governed and managed in accordance with the principles and prescripts stipulated in the South African Schools Act and other applicable education legislation and policies.

5.3. Personal information may be processed only if these conditions are met:

(a) If the data subject consented to the processing of the personal information beforehand. Consent is obtained from parents/guardians by having them sign the applicable consent form at the beginning of the academic year. Where the data subject is a child, the consent must be given by a competent person.

(b) If processing is necessary to carry out actions to conclude or perform a contract to which the data subject is a party.

(c) If processing complies with a legal obligation imposed on the school.

(d) If processing protects a legitimate interest of the data subject.

(e) If processing is necessary for the school's proper exercise of a public law duty.

(f) If processing is necessary for pursuing the legitimate interests of the school or a third party to whom the information is supplied.

5.4. Unless legislation provides for the processing of personal information, a data subject may object to such processing in terms of subparagraphs (d) to (f) above, in the prescribed manner and on reasonable grounds relating to the particular situation, in which case the school may no longer process the information.[2]

5.5. The school will not process personal information concerning the religious or philosophical beliefs, race or ethnic origin, trade union membership, political persuasion, health or sex life or biometric information of a data subject, unless processing is carried out with the data subject's consent or is necessary for the establishment, exercise or defence of a right or obligation in law, or the information has deliberately been made public by the data subject. The school may, however, process personal information concerning a learner's health or sex life if such processing is necessary to provide exceptional support to learners or to make special arrangements in connection with their health or sex life.

2 The prescribed objection forms are included in the Protection of Personal Information Act: Regulations relating to the Protection of Personal Information, GN 42110, 14 December 2018.

6. Disclosure of personal information

6.1. The information officer will refuse a third party's request for access to a record held by the school if its disclosure would involve the unreasonable disclosure of personal information about a data subject.

6.2. A data subject, having provided adequate proof of identity, has the right to request the school —

(a) to confirm whether or not it holds personal information about the data subject; and

(b) to supply the record or a description of the personal information so held, including information about the identity of all third parties, or categories of third parties, who have, or have had, access to the information. This request must be made within a reasonable time; at a prescribed fee, if any; in a sensible manner and format, and in a form that is generally understandable.

6.3. A data subject may request the school to —

(a) correct or delete personal information about the data subject in its possession or under its control that is inaccurate, irrelevant, excessive, out of date, incomplete, misleading or obtained unlawfully; or

(b) destroy or delete a record of personal information about the data subject that the school is no longer authorised to retain.[3]

6.4. On receipt of a request, the school will, as soon as reasonably practicable —

(a) correct the information;

(b) destroy or delete the information; or

(c) Provide the data subject, to their satisfaction, with credible evidence in support of the information.

6.5. The school will notify the data subject of the action taken as a result of the request.

3 The prescribed objection forms are included in the Protection of Personal Information Act: Regulations relating to the Protection of Personal Information, GN 42110, 14 December 2018.

7. Safeguarding personal information

7.1. The school is legally required to protect personal information adequately. Therefore, the school will continually review its security controls and processes to ensure that personal information is secure.

7.2. The following procedures are in place to protect personal information:

- Each new employee is required to sign an employment contract containing relevant consent clauses for the use and storage of employee information or any other action so needed in terms of legislation, as well as an undertaking and agreement that (s)he will

not, during or after the period of service to the school, convey any personal information of any data subject collected by the school to any third party.

- Every employee currently employed at the school is required to sign an addendum to their employment contracts containing relevant consent clauses for the use and storage of employee information or any other action so needed in terms of legislation, as well as an undertaking and agreement that (s)he will not, during or after the period of service to the school, convey any personal information of any data subject collected by the school to any third party.

- Where feasible, all servers hosting personal information shall be located in a physically secure environment, where access is strictly controlled. All server rooms shall be considered high-risk security areas with strict access controls.

- All servers shall be equipped and protected with approved antivirus software. The designated information technology (IT) service provider or the school's IT specialist shall regularly install patches and updates.

- Only an authorised administrator shall be granted administrative rights to the servers. Administrative passwords shall be kept secret and changed regularly, and only personnel nominated by the governing body's executive committee shall have access to them.

- Third-party service providers will be required to sign a service provider agreement guaranteeing their commitment to the protection of personal information.

- All electronic files or data are backed up by Nkosi Tech, which is also responsible for system security to protect against third-party access and physical threats. The information officer is responsible for electronic information security.

- If the school has reasonable grounds to believe that the personal information of a data subject has been accessed or acquired by any unauthorised person, the school will notify the data subject of such breach in accordance with sections 22(4) and (5) of POPIA.

8. Retention and restriction of records

8.1. Records of personal information will not be retained any longer than is necessary for achieving the purpose for which the data was collected or subsequently processed, unless —

(a) retention of the record is required or authorised by law;

(b) the responsible party reasonably requires the record for lawful purposes relating to its functions or activities;

(c) retention of the record is required by a contract between the parties thereto; or

(d) The data subject or, where the data subject is a child, a competent person has consented to the retention of the record.

8.2. The school will destroy, delete or de-identify a record of personal information as soon as is reasonably practicable after the school is no longer authorised to retain the record. This will be done in a manner that prevents reconstruction of the information in an intelligible form.

8.3. See Annexure A for a list of prescribed retention periods.

8.4. The school will restrict the processing of personal information in accordance with section 14(6) of POPIA.

9. Details of the information officer

INFORMATION OFFICER DETAILS

Name: Nkosingiphile Khoza

Telephone number: 0768252200 / 013 737 7204

Fax number:

E-mail address: Nkhoza@lsknumbi.co.za

DEPUTY INFORMATION OFFICER DETAILS

Name: Elsie Fundzama

Telephone number: 013 737 7204

Fax number:

E-mail address: Elsie.fundzama@yahoo.com

SCHOOL OFFICE DETAILS

Telephone number: 013 737 7204

Fax number:

Postal address: PO BOX 505, HAZYVIEW, 1242

Physical address: 150 Gompou Crescent, Hazyview, 1242

E-mail address: admin@lsknumbi.co.za

Website: https://laerskoolnumbi.co.za/

10. Access to documents held by the school

Any request for access to a document held by the school must be dealt with in accordance with the school's manual in terms of POPIA, which contains the prescribed forms and details of the specified fees. This manual is available from the school principal.

11. CCTV Surveillance Policy

11.1. Purpose

11.1.1. This policy regulates the management and use of closed-circuit television (CCTV) systems at the school.

11.1.2. The system is intended to enhance the safety and security of staff, learners, visitors, and property, while ensuring compliance with the Protection of Personal Information Act (POPIA), 2013.

11.2. Scope

11.2.1. This policy applies to all CCTV cameras installed within the school premises, including:

11.2.1.1. Phase 1: Office block (internal and external areas)

11.2.1.2. Phase 2: Classrooms and corridors

11.2.1.3. Phase 3: Sports field, bottom parking area, and multipurpose centre

11.2.2. It applies to all staff, learners, contractors, parents, and visitors entering the school premises.

11.2. Objectives

11.2.1. To enhance the safety and security of learners, staff, and visitors.

11.2.2. To protect school assets against theft, vandalism, and damage.

11.2.3. To support disciplinary or legal investigations when necessary.

11.2.4. To ensure compliance with POPIA and related laws.

11.3. System Overview

11.3.1. CCTV cameras record both audio and visual footage.

11.3.2. Footage is stored securely and retained for a maximum of three (3) weeks, after which it is automatically overwritten, unless required for an ongoing investigation.

11.3.3. Cameras operate continuously, 24 hours a day.

11.3.4. Clear signage has been installed at strategic entry points and common areas to inform staff, learners, and visitors of surveillance activity.

11.3.5. Visitors who do not wish to be recorded may choose not to enter the premises upon notification at the school gate.

11.4. Consent

11.4.1. Teacher Consent: All teaching and non-teaching staff have provided consent for the use of CCTV within school premises.

11.4.2. Parent Consent: The school will not request consent from parents, as the installation of cameras serves a legitimate safety and operational purpose within the school environment. The purpose is to ensure protection, discipline, and effective management—not to collect personal information beyond what is necessary for these functions.

11.4.3. This approach is consistent with the “legitimate interest” and “safety and security” provisions under POPIA.

11.5. Use of Recorded Material

11.5.1. CCTV recordings may only be used for safety, security, disciplinary, or legal purposes.

11.5.2. Recordings may not be used for personal, discriminatory, or non-official purposes.

11.5.3. Meetings held in the boardroom must begin with the chairperson informing attendees that the session is being recorded (audio and video).

11.6. Access to Footage

11.6.1. Only authorised personnel (Principal, ICT Chairperson, or Information Officer and deputy information officer) may access CCTV footage.

11.6.2. Requests to view or obtain a copy of any footage must be submitted in writing to the Information Officer.

11.6.3. The Information Officer will determine whether access is lawful, proportionate, and consistent with POPIA.

11.6.4. Any approved disclosure must be recorded in an access log.

11.7. Data Protection and POPIA Compliance

11.7.1. The school commits to protecting personal information collected through CCTV in line with POPIA:

11.7.1.1. Processing will be lawful, fair, and transparent.

11.7.1.2. Data will be used solely for explicit and legitimate purposes.

11.7.1.3. Access will be restricted to authorised staff only.

11.7.1.4. Appropriate technical and physical safeguards are in place to prevent misuse, alteration, or unauthorised disclosure.

11.7.1.5. Individuals may request confirmation of whether their personal information is held and may request access through the Information Officer, subject to legal restrictions.

11.7.1.6. Any breach involving CCTV data must be immediately reported to the Information Officer and handled in accordance with the school's data breach procedures.

11.8. Retention and Disposal

11.8.1. CCTV recordings are retained for up to three (3) weeks.

11.8.2. After this period, footage is automatically deleted or overwritten unless required for an official investigation.

11.8.3. Copies extracted for investigations will be securely stored and destroyed once the matter concludes.

11.9. Responsibilities

11.9.1. Information Officer: Oversees compliance with POPIA and this policy.

11.9.2. ICT Chairperson: Maintains secure systems and technical infrastructure.

11.9.3. Principal: Authorises disclosure and ensures responsible use of surveillance data.

11.10. Breach of Policy

11.10.1. Unauthorised access, use, or disclosure of CCTV footage constitutes misconduct and may lead to disciplinary action and/or legal consequences under POPIA.

11.11. Review

11.11.1. This policy will be reviewed annually or upon completion of each project phase to ensure its ongoing effectiveness and compliance with legal standards.

12. Policy amendments

The school governing body may amend, supplement, modify or alter this policy from time to time.

Annexure A

Prescribed retention periods for personal information

Compensation for Occupational Injuries and Diseases Act (COIDA) 130 of 1993

Sections 81(1) and (2) of COIDA require a retention period of four years from the last date of entry for the following documents:

- A register, record or reproduction of the earnings and other prescribed particulars of all employees

Occupational Health and Safety Act (OHSA) 85 of 1993

Where health and safety committees have been established in terms of section 20(2) of OHSA, these committees' recommendations to the school on issues affecting employee health and any report submitted to an inspector in terms of such recommendations must be kept for three years.

Moreover, records of incidents reported at work must be kept for three years, as determined by Regulation 9 of the General Administrative Regulations, 2003, promulgated under OHSA.

Basic Conditions of Employment Act (BCEA) 75 of 1997

The BCEA requires a retention period of three years from the last date of entry for the following documents:

- Written particulars of an employee after termination of employment (section 29(4))

- Employee's name and position

- Time worked by each employee

- Remuneration paid to each employee (section 31)

Employment Equity Act (EEA) 55 of 1998 (if applicable)[1]

Section 26 of the EEA and regulation 3(2) of the General Administrative Regulations, 2009, promulgated under the EEA, require a retention period of two years for the following documents:

[1] See the FEDSAS legal opinion "Employment equity and public schools" to establish whether or not these prescripts apply.

- Records in respect of the school's workforce, employment equity plan and other records relevant to compliance with the EEA

In addition, regulation 4(11) requires a 2-year retention period for the report sent to the Director-General, as prescribed in section 21 of the EEA.

Labour Relations Act (LRA) 66 of 1995

In terms of section 205(1) of the LRA, the school must retain the following records, in their original form or a reproduced form, for a period of three years from the date of the event or the end of the period to which they relate:

- Records that an employer is required to keep in compliance with any applicable collective agreement or arbitration award

In terms of section 205(3) of the LRA and section 5 of schedule 8 to the LRA, the following documents must be retained for an indefinite period:

- Prescribed details of any strike, lock-out or protest action involving the school's employees

- Records of each employee specifying the nature of any disciplinary transgressions, the actions taken by the employer, and the reasons for the actions

Unemployment Insurance Act 63 of 2002

Section 56(2)(c) of the act requires that the following documents be retained for a period of five years from the date of submission:

- Personal records of each current employee, including names, identification numbers, monthly remuneration, and work address

Income Tax Act 58 of 1962

In terms of paragraph 14(1)(a) to (d) of schedule 4 to the Income Tax Act, the school must retain records showing the following, for a period of five years from the date of submission in respect of each employee:

- The amount of remuneration paid or due to the employee
- The amount of employees' tax deducted or withheld from the remuneration paid or due
- The income tax reference number of that employee

- Any further prescribed information
- The employer's reconciliation return

Department of Basic Education: National Protocol for Assessment Grades R–12

According to paragraph 28(11) of the national protocol, the school must retain a learner's profile for three years after the learner has passed Grade 7 or exited the schooling system for any reason whatsoever, after which it must be destroyed.

Tax Administration Act 28 of 2011

In terms of subsection 29(3) of the act, the school should retain the following applicable documents for a period of five years:

- Audit report;
- Engagement documents;
- Management letter;
- Any documents, invoices, accounts, books, writing, cash books, journals, bank statements, deposit slips, records and electronic representations of information related to the financial records;
- Audited Annual Financial Statements.