

Privacy Notice 2025

St PAUL'S PARISH CHURCH OF SCOTLAND, MILNGAVIE, SCOTTISH CHARITY NUMBER SCO02737

The Kirk Session of St Paul's Parish Church of Scotland, Milngavie, Scottish Charity number SCO02737 (the 'Congregation') is providing you with this Privacy Notice in order to comply with data protection law and to ensure transparency in the collection and use of your personal data.

Who is collecting the information

Clyde Presbytery, Scottish Charity Number SCO16779 is the Data Controller for the Congregation. The main contact for queries in relation to this processing is Rhona Raeburn, sessionclerk@stpaulsmilngavie.org.uk, 07719 949929 who is the Session Clerk of St Paul's Parish Church of Scotland, Milngavie.

Why is this personal data collected and for what reason (Purpose)

This information is used to:

- administer membership records, including the Communion Roll;
- enable pastoral care
- enable participation in Congregational activities
- provide you with information in relation to news, events and activities within the Congregation or the wider Church of Scotland
- provide the services of a parish church to the local community
- fulfill legal obligations
- further charitable aims, for example through fundraising activities
- maintain accounts and records (including the processing of Gift Aid applications);
- comply with safeguarding obligations including, the protection of vulnerable groups scheme
- maintain a directory of contact details

What personal data is collected

Personal data will include only what is necessary to fulfill the purposes listed. For most members it will only include name, address and contact details supplied.

- Name
- Address
- Telephone number
- Mobile number
- Date of Birth
- Email address
- Bank details (for Gift Aid and fundraising purposes)
- Children's data (for example, but not limited to, if required for instance for Seedlings for St Paul's, Sunday Club, Bible Class, holiday clubs or baptism)
- Role in congregation (e.g. office-bearer information)
- Health-related information
- Photographs and videos (where applicable)
- Safeguarding information, including Covenant of Responsibilities
- Religious beliefs are collected by implication by being a church member

The information source

The information is collected directly from you. Some data is collected via the Presbytery or the National Offices.

The lawful basis for the processing

The Congregation processes special category (sensitive) data under UK GDPR Article 9(2)(d): *“processing is carried out in the course of its legitimate activities with appropriate safeguards by a foundation, association or any other not-for-profit body with a political, philosophical, religious or trade union aim and on condition that the processing relates solely to the members or to former members of the body or to persons who have regular contact with it in connection with its purposes and that the personal data are not disclosed outside that body without the consent of the data subjects”*.

For the other processing activities, the lawful basis are:

- UK GDPR Article 6(1)(c) *“processing is necessary for compliance with a legal obligation to which the controller is subject”*.
- Article 6(1)(f) *“processing is necessary for the purposes of the legitimate interests pursued by the controller or by a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which require protection of personal data, in particular where the data subject is a child”*.
- Article 6(1)(a) *“the data subject has given consent to the processing of his or her personal data for one or more specific purposes”*. This is specific to safeguarding purposes and Sunday School and other related activities dealing with children. Consent will be sought from parents/guardians for processing a child’s personal data.

Who data is shared with

Your personal information will only be shared where this is necessary for the purposes set out above. Information will not be shared with any third party out with the Church of Scotland without your consent unless the Congregation is obliged or permitted to do so by law.

If you sign up to ChurchSuite the Congregation will use ChurchSuite (processor) to process your personal data. In turn, ChurchSuite works with certain third parties to provide specific functionality and to provide customer support services, as listed here: <https://churchsuite.com/terms-of-service-third-party-sub-processors/>

There is an appropriate contract in place and data will only be processed in accordance with the instructions of the Congregation.

Details of data transfers to any third countries or international organisations

This only applies if you sign up to ChurchSuite. As noted in the previous section, ChurchSuite works with certain third parties to provide specific functionality and to provide customer support services, and some of these third parties process data in third countries or international organisations. There is an appropriate contract in place and data will only be processed in accordance with the instructions of the Congregation.

How long the personal data is held for

The Congregation will keep your personal information for as long as you are a member or adherent, or have regular contact with the Congregation, or for as long as the Congregation is obliged to keep it by law or may need to do so in order to respond to any questions or complaints, or to show that the Congregation treated you fairly. When the information is no longer needed it will be securely destroyed following church procedure. A copy of our Data Retention Policy is attached to this Notice.

Individuals' rights in relation to this processing

Under data protection laws, individuals have a number of rights in relation to the processing of their personal data. These rights are as follows:

- The right to be informed – this privacy notice meets that right.
- The right of access – this means you have the right to have access or receive copies of personal data held by the organisation
- The right to rectification – this means you have the right to correct incomplete or inaccurate data held about you
- The right to erasure – this means you have the right to have your data deleted from an organisation's records.
- The right to restrict processing – this means you have the right to restrict processing. This right is normally used with other rights, e.g. rectification
- The right to data portability – this means you have the right to request your data in a machine-readable format (e.g. a .csv file) and transfer this to another organisation
- The right to object – this means you have the right to object to how your data is processed
- Rights in relation to automated individual decision making, including profiling – the Church does not carry out this type of processing.

Not all rights apply and it depends on the lawful basis as to what rights do apply.

For the processing purposes of this privacy notice, when the lawful basis is legal obligation the right of erasure, right to data portability and the right to object do not apply. All other rights do apply. For the processing purposes of this privacy notice when the lawful basis is legitimate interests, all rights apply except for data portability. If you wish to exercise any of your rights the main contact for queries in relation to this processing is Rhona Raeburn, sessionclerk@stpaulsmilngavie.org.uk, 07719 949929 who is the Session Clerk of St Paul's Parish Church of Scotland, Milngavie and who will process your request accordingly.

If any processing is carried out on the basis of consent it is important to note that you can **withdraw** your consent at any time. To do this please contact Rhona Raeburn, sessionclerk@stpaulsmilngavie.org.uk, 07719 949929 who is the Session Clerk of St Paul's Parish Church of Scotland, Milngavie.

Complaints to the Church of Scotland

If you are concerned about how your personal data is being used by the Church of Scotland, please contact - in the first instance – Rhona Raeburn, sessionclerk@stpaulsmilngavie.org.uk, 07719 949929 who is the Session Clerk of St Paul's Parish Church of Scotland, Milngavie and the Data Protection Officer for the Church of Scotland at Privacy@churchofscotland.org.uk, if required.

Complaints to the Information Commissioner's Office (ICO)

If you are not satisfied with the outcome of your complaint to the Church of Scotland, a referral can be made to the UK regulator of data protection, the Information Commissioner's Office (ICO).

The ICO has guidance on their website: <https://ico.org.uk/your-data-matters/raising-concerns/>

The ICO can be contacted by email casework@ico.org.uk or by telephone on 0303 123 1113. Alternatively, their postal address is:

Customer Contact
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
SK9 5AF

Further information

If you would like further information in relation to this Privacy Notice please contact the Church of Scotland Data Protection Officer at Privacy@churchofscotland.org.uk.

This Privacy Notice may be updated from time to time to reflect changes in legal requirements or other operational reasons. The latest version will always be available from the Clyde Presbytery, Scottish Charity Number SCO16779. The main contact for queries in relation to this processing is Rhona Raeburn, sessionclerk@stpaulsmilngavie.org.uk, 07719 949929 who is the Session Clerk of St Paul's Parish Church of Scotland, Milngavie.

THE CHURCH OF SCOTLAND

St Paul's Parish Church, Milngavie

(the "Congregation")

2018 DATA RETENTION POLICY

WHAT TO KEEP

1. Introduction

- 1.1. Church of Scotland congregations gather personal information from individuals and external organisations as well as generating a wide range of personal data, all of which is recorded in documents and records, both in hard copy and electronic form.
- 1.2. Examples of the types of information accumulated and generated are set out in Appendix 1 of this policy and include but are not limited to minutes of Kirk Session meetings; membership rolls; baptismal information; employment records; newsletters and other communications such as letters and emails.
- 1.3. In certain circumstances it will be necessary to retain documents to meet legal requirements and for operational needs. Document retention is also required to evidence agreements or events and to preserve information.
- 1.4. It is however not practical or appropriate for congregations to retain all records. Additionally, data protection principles require information to be as up to date and accurate as possible. It is therefore important that congregations have in place systems for the timely and secure disposal of documents that are no longer required.
- 1.5. This Data Retention Policy was adopted by the Congregation in 2018 and will be implemented on a day to day basis.

2. Roles and Responsibilities

- 2.1. Congregational office bearers and those involved with safeguarding will adopt the retention and disposal guidance at Appendix 1 of this policy and strive to keep records up to date.
- 2.2. Advice will be obtained from the Law Department or Safeguarding Department of the Church Office at 121 George Street if there is uncertainty about retention periods.

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3. Retention and Disposal Policy

3.1. Decisions relating to the retention and disposal of data should be guided by:-

3.1.1. Appendix 1 – Document Retention Schedule – Guidance on the recommended and statutory minimum retention periods for specific types of documents and records.

3.1.2. Appendix 2 – Quick Guide to document retention.

3.2. [In circumstances where the retention period for a specific document or category of documents has expired, a review should be carried out prior to disposal and consideration should be given to the method of disposal.](#)

4. Disposal

4.1. Documents containing confidential or personal information should be disposed of either by shredding or by using confidential waste bins or sacks. Such documentation is likely to include financial details, contact lists with names and addresses and pastoral information.

4.2. Documents other than those containing confidential or personal information may be disposed of by recycling or binning.

4.3. Electronic communications including email, Facebook pages, twitter accounts etc and all information stored digitally should also be reviewed and if no longer required, closed and/or deleted so as to be put beyond use. This should not be done simply by archiving, which is not the same as deletion. It will often be sufficient simply to delete the information, with no intention of ever using or accessing it again, despite the fact that it may still exist in the electronic ether. Information will be deemed to be put beyond use if the Congregation is not able, or will not attempt, to use it to inform any decision in respect of any individual or in a manner that affects the individual in any way and does not give any other organisation access to it.

4.4. Deletion can also be effected by using one of the following methods of disposal:-

- Using secure deletion software which can overwrite data;
- Using the function of “restore to factory settings” (where information is not stored in a removeable format);

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- Sending the device to a specialist who will securely delete the data.

Appendix 1

Illustrative Data Retention Schedule

This Schedule is provided as a guide to common types of documents but is not exhaustive.

NOTE: There may be an historic interest in the Congregation's records. Kirk Session minutes are archived after 50 years. If you think that archiving other records is preferable to destruction, you should be in touch with the Department of the General Assembly, which will organise archiving where appropriate.

Avoid retaining information if there is no reason for doing so. Consult with the Law Department if you are unsure.

RECORD	RETENTION PERIOD
Minutes of meetings	6 years
Kirk Session meetings	50 years - permanent. After 50 years pass the minutes to the principal clerk's office, who then liaise with the National Records of Scotland for archiving.
Pre-employment enquiries/applications/notes/letters/references	6 months after completion of recruitment (unless data to be retained for a future similar opportunity, in which case 1 year)

Safeguarding - Service confirmation of advice, emails, letters	100 years
Safeguarding - Confidentiality Agreements	100 years
Safeguarding - Covenants of Responsibility (managing those who pose a risk)	100 years
Safeguarding - Risk Assessments	100 years
Safeguarding - Complaints concerning people	100 years
Safeguarding - Audit for Congregations and Presbyteries	100 years
Congregational Roll	100 years
Certificates of Transference/Lines	100 years
Employee/appointments records including: contracts, time records etc	Duration of employment + 7 years
Volunteer records	Duration of placement + 7 years
Databases for mailing lists/distribution	Reviewed annually, delete out of date information
Miscellaneous contact information	Delete once there is no longer a requirement to hold such information
Arranged accommodation/placements (e.g. overseas visitors)	3 years following end of event/placement
Documents relating to litigation or potential litigation	Until matter is concluded plus 7 years
Hazardous material exposures	30 years

Injury and Illness Incident Reports (RIDDOR)	5 years
Pension plans and retirement records	Permanent
Salary schedules; ranges for each job description	2 years
Payroll Records	Minimum, 7 years. No maximum
Contracts	7 years following expiration
Construction documents	Permanent
Fixed Asset Records	Permanent
Application for charitable and/or tax-exempt status	Permanent
Sales and purchase records	5 years
Resolutions	Permanent
Audit and review workpapers	5 years from the end of the period in which the audit or review was concluded
OSCR filings	5 years from date of filing
Records of financial donations	7 years
Accounts Payable and Receivables ledgers and schedules	7 years
Annual audit reports and financial statements	Permanent

Annual plans and budgets	2 years
Bank statements, cancelled cheques, deposit slips	Minimum of 7 years
Business expense records	7 years
Cash/cheque receipts	7 years
Electronic fund transfer documents	7 years
Employee expense reports	7 years
General ledgers	Permanent
Journal entries	7 years
Invoices	7 years
Petty cash vouchers	7 years
Tax records	Minimum 7 years
Filings of fees paid to professionals	7 years
Environmental studies	Permanent
Insurance claims/ applications	Permanent
Insurance disbursements and denials	Permanent

Insurance contracts and policies (Directors and Officers, General Liability, Property, Workers' Compensation)	Permanent
Leases	7 years after expiration
Property/buildings documentation (including loan and mortgage contracts, title deeds)	Permanent
Warranties	Duration of warranty + 7 years
Records relating to potential, or actual, legal proceedings	Conclusion of any tribunal or litigation proceedings + 7 years

Appendix 2

General guidance for documents **NOT** included in the retention schedule.

On-going business use is subjective, but generally refers to documents still required for on-going projects, or documents that may still need to be referred to for on-going activities.

