

Security Incidents Policy

No changes needed

Approved on	29th November 2023
Signature of Chair of Trustees	<i>Julie Winyard</i>

Change Record

Date of Change:	Changed By:	Comments:

A security incident is a confirmed breach, potential breach or 'near-miss' breach of one of Essex and Thames Education's information policies. Policy points are numbered. The numbering corresponds to explanations of 'why?' and 'how?' for each point further down the page.

What must I do?

1. **MUST:** If you discover a security incident, you must immediately **report** it
2. **MUST:** When reporting the incident, you must **provide** as much information as possible

3. **MUST:** The *Investigating Officer* must **complete** investigations as directed by the CEO and complete an outcome report (see Procedures for Reporting or Handling a Security Incident)
4. **MUST:** The Data Controller must support investigations as directed by the CEO and provide an **outcome report**
5. **MUST:** The CEO must oversee and support each investigation, maintaining a full **record** from reporting to closure
6. **MUST:** The CEO must support the investigation of **major and critical** incidents
7. **MUST:** Comply with the timescales and escalation process outlined in our Procedures for Reporting or Handling a Security Incident)

Why must I do it?

1. Capturing security incidents allows us to respond effectively when something has gone wrong. Capturing all types of security incidents allows us to understand where our weaknesses are, how well our policies are working and what we should change about our policies to make them more effective
2. To help us quickly assess the severity of the incident and to speed up the investigation
3. Carry out an effective process appropriate to the severity of the incident
4. Ensure the process is followed to completion
5. Ensure that there is appropriate resource, expertise and independent scrutiny of processes for higher impact incidents
6. Ensure that all incidents are handled in a timely manner.

How must I do it?

1. Call Essex and Thames Education Office and ask for the Data Controller, Sue Rudgley or email sue@ete.org.uk. No action will be taken against any member of staff who reports a security incident about another member of staff in good faith. Identification of a reporting party who requests anonymity shall be protected as far as is feasible.
2. Include full details of the incident such as dates, names and any remedial action that has been taken.
3. Where appropriate, undertake the following:
 - a. Identify expected outcomes, stakeholders and any policies breached.
 - b. Speak to staff involved.
 - c. Record evidence and keep an audit trail of events and evidence supporting decisions taken
 - d. Get expert help
 - e. Escalate
 - f. Inform data subjects (service users, staff/apprentices) where appropriate
 - g. Identify and manage risks of the incident
 - h. Commence disciplinary action, or record why not
 - i. Develop and implement a communications plan where appropriate
 - j. Put in place controls to prevent recurrence
 - k. Complete the Incident Outcome Report
4. Where appropriate, undertake the following:
 - a. Work with the SIRO (Jo Palmer-Tweed) to investigate major security incidents.
 - b. Decide whether to investigate personally, or allocate to the line manager/ investigating officer.
 - c. Assess the outcome to ensure they are satisfied the appropriate action has been taken.
 - d. Provide service area knowledge and advice, and to carry out any recommended actions within their function for major or critical incidents, where required.
5. Undertake the following:

- a. Classify the Security Incident
 - b. Verify the details and oversee the investigation
 - c. Work to investigate major security incidents.
 - d. Advise, support and intervene as appropriate
 - e. Review Incident Outcome Reports and close
6. For major and critical incidents:
- a. Undertake the investigation (critical only)
 - b. Work with the SIRO (Jo Palmer-Tweed) (major only)
 - c. Assess if it is necessary for the security incident to be reported to the ICO.
 - d. Complete an outcome report and recommend remedial actions.
7. Follow the process outlined in Essex and Thames Education Procedures for Reporting or Handling a Security Incident

What if I need to do something against the policy?

If you believe you have a valid business reason for an exception to these policy points, having read and understood the reasons why they are in place, please raise a formal request by contacting the CEO, Jo Palmer-Tweed (jo@ete.org.uk).

References

Data Protection Act 1998 (to May 25th 2018)
General Data Protection Regulations (from 25th May 2018)
Article 8, The Human Rights Act 1998
Investigatory Powers Act 2016

Breach Statement

Breaches of Information Policies will be investigated and may result in disciplinary action. Serious breaches of Policy may be considered gross misconduct and result in dismissal without notice, or legal action being taken against you.