**Relevant Legislation**

**→Data protection act 2018**

According to the GOV.uk website, the data protection act 2018 is the UK's implementation of the General Data Protection Regulation (GDPR). This controls how personal information is used by organisations, businesses, or the government. The data protection principles to follow are to make sure that the information is used

* fairly, transparently, and lawfully
* for the exact specified purpose
* in a way that is limited to what is necessary and relevant data

The data collected must be accurate and kept up to date and guaranteed the most appropriate security for the data including protection against unauthorised or unlawful processing, access, loss destruction or damage. There should also be stronger protection for sensitive information such as:

* Race
* Genetics
* Biometrics(which is fingerprints and face id)
* Health
* Sex orientation
* Ethnic background

There are separate legal requirements regarding criminal convictions and offences.

The customers have the right to:

* be informed regarding how their data is used
* have access to their personal data
* have access to correct any incorrect data
* have any data erased
* terminate/ restrict the processing of their data
* get and reuse their data for different services
* in certain circumstances to object to how their data is processed

**→GDPR**

According to the guide-to-the-general-data-protection-regulation by the ICO (Information Commissioner's Office) "the GDPR applies to processing carried out by organisations within the EU and goods/services outside the EU". Therefore, due to Brexit Claybrook Zoo does not apply to the GDPR currently but decisions are still being made in the government so they may decide that the GDPR still applies. If so Claybrook Zoo can use the Synergy Solutions services again by contacting Kenneth Da Cruz. However, the key thing to note is the GDPR definition of personal data. This definition is a baseline of what Synergy Solutions will be considered personal data as if the Government decides to continue to follow the GDPR it is in the company's interest to know the defining factors of the definition of personal data. According to the ICO's guide to data protection, the meaning of personal data is "any information relating to an identifiable person who can be directly or indirectly identified in particular by reference to an identifier". Personal identifiers can be:

* A name
* Identification number (such as passport number)
* location data
* online identifier
* the way Claybrook Zoo or any other organisation collects information about people

This also applies to automated and manual filing systems.

**→Child protective law GDPR**

Children have the same protective rights as adults over their own personal data even if they are unaware of that fact. This includes the right to:

* be provided with information that explains the process in which their data is being used and this must be clear and explicit (meaning you cannot imply any information)
* have any incorrect data corrected and incomplete data completed
* have their personal data erased if they wish

Even if a child does not know their own rights it is still their rights, not their parents or guardians however the legal age of contractual consent in England is 13 meaning and child 12 and below must have parents/guardians’ consent.

According to the NSPCC, the definition of a child in England is anyone who has not yet reached the age of 18 including children who are 16 and are:

* living independently
* in further education
* a member of the armed forces
* in hospital
* in custody

Therefore, even though the age of consent is 13, the customer should be considered a child until 18 for any relevant situations.

**→Equality Act 2010**

According to the GOV.uk website "the Equality Act 2010 legally protects people from discrimination in the workplace and in our society"

There are different types of discrimination which are also known as protected characteristics. These include:

* a person's age
* a person's gender reassignment
* if a person is pregnant or on maternity leave
* if a person has a disability
* a person's sex or sexual orientation
* a person's religion or beliefs
* if a person is married or in a civil partnership
* race including their skin colour, ethnicity, nationality or national origin

The products that Synergy Solutions have created comply with all of these laws that have been stated above and remove any prejudice or discrimination that a customer may face, while also securely protecting the customer's data/ personal information. However, if Claybrook Zoo was to expand into other countries or even back into the EU there will be new laws to follow therefore they should contact Synergy Solutions through Kenneth Da Cruz and consult with the company on how to expand.