

## Privacy Notice for Staff

Under data protection law, individuals have a right to be informed about how the school uses any personal data that we hold about them. We comply with this right by providing 'privacy notices' (sometimes called 'fair processing notices') to individuals where we are processing their personal data.

This privacy notice explains how we collect, store and use personal data about individuals we employ, or otherwise engage, to work at our school.

We, Endeavour Schools Trust are the 'data controller' for the purposes of data protection law.

Our data protection officer is Rebecca Ford (see 'Contact us' below).

### **The categories of school workforce information that we collect, process, hold and share include:**

We process data relating to those we employ, or otherwise engage, to work at our school. Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:

- Contact details
- Date of birth, marital status and gender
- Next of kin and emergency contact numbers
- Salary, annual leave, pension and benefits information
- Bank account details, payroll records, National Insurance number and tax status information
- Recruitment information, including copies of right to work documentation, references and other information included in an application form or cover letter or as part of the application process
- Qualifications and employment records, including work history, job titles, working hours, training records and professional memberships
- Performance information
- Outcomes of any disciplinary and/or grievance procedures
- Absence data
- Copy of driving licence
- Photographs
- Data about your use of the school's information and communications system

We may also collect, store and use information about you that falls into "special categories" of more sensitive personal data. This includes information about (where applicable):

- Race, ethnicity, religious beliefs, sexual orientation and political opinions
- Trade union membership
- Health, including any medical conditions, and sickness records

### **Why we collect and use this information**

The purpose of processing this data is to help us run the school, including to:

- Enable you to be paid
- Facilitate safe recruitment, as part of our safeguarding obligations towards pupils
- Support effective performance management
- Inform our recruitment and retention policies
- Allow better financial modelling and planning
- Enable ethnicity and disability monitoring
- Improve the management of workforce data across the sector

- Support the work of the School Teachers' Review Body

## The lawful basis on which we process this information

We only collect and use personal information about you when the law allows us to. Most commonly, we use it where we need to:

- Fulfil a contract we have entered into with you (GDPR Article 6(1) (b))
- Comply with a legal obligation (GDPR Article 6(1) (c))
- Carry out a task in the public interest (GDPR Article 6(1) (e))

Less commonly, we may also use personal information about you where:

- You have given us consent to use it in a certain way (GDPR Article 9(1) (a))
- We need to protect your vital interests (or someone else's interests) (GDPR Article 9(1) (c))

Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent, and explain how you go about withdrawing consent if you wish to do so.

Some of the reasons listed above for collecting and using personal information about you overlap, and there may be several grounds which justify the school's use of your data.

## Collecting this information

While the majority of information we collect from you is mandatory, there is some information that you can choose whether or not to provide to us.

Whenever we seek to collect information from you, we make it clear whether you must provide this information (and if so, what the possible consequences are of not complying), or whether you have a choice.

## Storing this information

We create and maintain a personal file for each staff member. The information contained in this file is kept secure and is only used for purposes directly relevant to your employment.

Once your employment with us has ended, we will retain this file and delete the information in it in accordance with our retention policy.

We hold staff data for the following length of time:

<b>Description</b>	<b>Retention period</b>
Recruitment of a new Headteacher	Date of Appointment + 6 year
Recruitment of a new member of staff	6 months after appointment
Pre-appointment vetting	DBS – no longer than 6 months Proof of ID – copies not retained by employer Right to work in UK – added to personal file.
Staff personal file	Termination of employment + 6 years
Time sheets	Current year + 6 years
Annual appraisal	Current year + 5 years
Allegation of a child protection, including unfounded allegation	Retirement are or 10 years, whichever is longest. Malicious allegations should be removed from file.
Disciplinary proceeding	Oral warning – 6 months Written warning Level 1 – 6 months Written warning Level 2 – 12 months Final warning – 18 months
Accident at work	12 years
Maternity pay records	Current + 3 years
Retirement records	Current + 6 years

## Who we share this information with

We do not share information about you with any third party without your consent unless the law and our policies allow us to do so.

Where it is legally required, or necessary (and it complies with data protection law) we may share personal information about you with:

- Our local authority – to meet our legal obligations to share certain information with it, such as safeguarding concerns.
- The Department for Education – we share workforce data on a statutory basis.
- Your family or representatives – consent has been given.
- Educators and examining bodies – to meet our legal obligation.
- Our regulator, Ofsted - to meet our legal obligation.
- Suppliers and service providers – to enable them to provide the service we have contracted them for, such as payroll
- Financial organisations – to enable them to provide the service we have contracted them for.
- Central and local government - to meet our legal obligation.
- Our auditors – to enable them to provide the service we have contracted them for.
- Trade unions and associations - to meet our legal obligation.
- Security organisations - to enable them to provide the service we have contracted them for.
- Professional advisers and consultants - to enable them to provide the service we have contracted them for.
- Police forces, courts, tribunals - to meet our legal obligation.
- Professional bodies - to enable them to provide the service we have contracted them for.
- Employment and recruitment agencies - to enable them to provide the service we have contracted them for.

### Transferring data internationally

Where we transfer personal data to a country or territory outside the European Economic Area, we will do so in accordance with data protection law.

## Your rights

### How to access personal information we hold about you

Individuals have a right to make a '**subject access request**' to gain access to personal information that the school holds about them.

If you make a subject access request, and if we do hold information about you, we will:

- Give you a description of it
- Tell you why we are holding and processing it, and how long we will keep it for
- Explain where we got it from, if not from you
- Tell you who it has been, or will be, shared with
- Let you know whether any automated decision-making is being applied to the data, and any consequences of this
- Give you a copy of the information in an intelligible form

You may also have the right for your personal information to be transmitted electronically to another organisation in certain circumstances.

If you would like to make a request, please contact our data protection officer.

## Your other rights regarding your data

Under data protection law, individuals have certain rights regarding how their personal data is used and kept safe. You have the right to:

- Object to the use of your personal data if it would cause, or is causing, damage or distress
- Prevent your data being used to send direct marketing
- Object to the use of your personal data for decisions being taken by automated means (by a computer or machine, rather than by a person)
- In certain circumstances, have inaccurate personal data corrected, deleted or destroyed, or restrict processing
- Claim compensation for damages caused by a breach of the data protection regulations

To exercise any of these rights, please contact our data protection officer.

## Complaints

We take any complaints about our collection and use of personal information very seriously.

If you think that our collection or use of personal information is unfair, misleading or inappropriate, or have any other concern about our data processing, please raise this with us in the first instance.

To make a complaint, please contact our data protection officer.

Alternatively, you can make a complaint to the Information Commissioner's Office:

- Report a concern online at <https://ico.org.uk/concerns/>
- Call 0303 123 1113
- Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

## Contact us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our **data protection officer**:

Rebecca Ford.

Endeavour Schools Trust, The Bungalow, The Vaynor First School, Tennyson Road, Redditch, B97 5BL.

office@endeavourschools.org

Tel: 01527 402031

*This notice is based on the [Department for Education's model privacy notice](#) for the school workforce, amended to reflect the way we use data in this school.*