



Privacy Notice (School Workforce)

Governing Body Sub-committee

Name:

Date approved:

Full Governing Body (if applicable)

Date approved:

2 December 2021

Adapted from (if applicable)

Data Protection Act 2018 and General Data Protection Regulation Privacy Notice (How we use school workforce information)

This privacy notice applies to both current and former employees and associates including teaching staff, non-teaching staff and Governors (this may also include agency staff, volunteers, contractors and job applicants).

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

- personal information (such as name, address, contact details, employee or teacher number, national insurance number, next of kin contact information)
- special categories of data including characteristics information such as gender, age, ethnic group
- contract information (such as start dates, hours worked, post, roles and payroll information)
- work absence information (such as number of absences and reasons)
- qualifications (and, where relevant, subjects taught)
- copies of original ID (such as Passport, Letter with NI Number, Birth Certificate)
- relevant medical information
- pecuniary interests records
- personnel records
- performance appraisal records

Why we collect and use this information

We use school workforce data to:

- enable the development of a comprehensive picture of the workforce and how it is deployed
- inform the development of recruitment and retention policies
- enable individuals to be paid

The lawful basis on which we process this information

We hold the legal right to collect and use personal data relating to staff. We collect and use personal data in order to meet legal requirements and legitimate interests set out in the General Data Protection Regulation (GDPR) and UK law, including those in relation to the following:

- Article 6 and Article 9 of the GDPR
- Education Act 1996 – this information can be found in the guide documents on the following website:
<https://www.gov.uk/education/data-collection-and-censuses-for-schools>

Collecting this information

Whilst the majority of information you provide to us is mandatory, some of it is provided to us on a voluntary basis. In order to comply with data protection legislation, we will inform you whether you are required to provide certain school workforce information to us or if you have a choice in this.

Storing this information

We hold school workforce data for as long as the timescales detailed in the Derbyshire County Council's 'Summary guidelines on records retention periods for Schools' document. The latest copy is available in the Policies and Procedures section of the Belper Information Gateway (BIG) or by contacting the HR Administrator.

Who we share this information with

We routinely share this information with:

- our Local Authority (LA)
- the Department for Education (DfE)
- our employee assistance health provider for pre-employment and in-work health assessments (Health Assured)

Why we share school workforce information

We do not share information about workforce members with anyone without consent unless the law and our policies allow us to do so.

Derbyshire Local Authority

We are required to share information about our workforce members with Derbyshire LA under section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments.

Department for Education

We share personal data with the DfE on a statutory basis. This data sharing underpins workforce policy monitoring, evaluation, and links to school funding / expenditure and the assessment of educational attainment.

Data collection requirements

The DfE collects and processes personal data relating to those employed by schools and local authorities that work in state funded schools. All state funded schools are required to make a census submission because it is a statutory return under sections 113 and 114 of the Education Act 2005

To find out more about the data collection requirements placed on us by the Department for Education including the data that we share with them, go to <https://www.gov.uk/education/data-collection-and-censuses-for-schools>.

The DfE may share information about school employees with third parties who promote the education or well-being of children or the effective deployment of school staff in England by:

- conducting research or analysis

- producing statistics
- providing information, advice or guidance

The DfE has robust processes in place to ensure that the confidentiality of personal data is maintained and there are stringent controls in place regarding access to it and its use. Decisions on whether DfE releases personal data to third parties are subject to a strict approval process and based on a detailed assessment of:

- who is requesting the data
- the purpose for which it is required
- the level and sensitivity of data requested; and
- the arrangements in place to securely store and handle the data

To be granted access to school workforce information, organisations must comply with its strict terms and conditions covering the confidentiality and handling of the data, security arrangements and retention and use of the data.

For more information about the department's data sharing process, please visit:

<https://www.gov.uk/data-protection-how-we-collect-and-share-research-data>

To contact the department: <https://www.gov.uk/contact-dfe>

Requesting access to your personal data

Under data protection legislation, you have the right to request access to information about you that we hold. To make a request for your personal information, contact:

Rosie Stephenson, HR Administrator on 01773 825281

You also have the right to:

- object to processing of personal data that is likely to cause, or is causing, damage or distress
- prevent processing for the purpose of direct marketing
- object to decisions being taken by automated means
- in certain circumstances, have inaccurate personal data rectified, blocked, erased or destroyed; and
- claim compensation for damages caused by a breach of the Data Protection regulations

If you have a concern about the way we are collecting or using your personal data, we ask that you raise your concern with us in the first instance. Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/>

Further information

If you would like to discuss anything in this privacy notice, please contact:

Mark Kazmierczak, Data Protection Officer – 01773 825281