

Lord Grey Academy

Staff Privacy Notice

How we use school workforce information

We collect and hold personal information relating to our staff and may also receive information about them from their previous school, local authority, employer and/or the Department for Education (DfE).

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

- personal information (eg name, address, employee or teacher number, national insurance number)
- payroll information
- special categories of data including characteristics information such as gender, age, ethnic group
- contract information (eg start dates, hours worked, post, roles and salary information)
- work absence information (eg number of absences and reasons)
- qualifications
- relevant medical information.

2) Why we collect and use this information

We use school workforce data to

- enable the development of a comprehensive picture of the school's workforce and how it is deployed
- inform the development of recruitment and retention policies
- enable individuals to be paid
- comply with statutory returns to the Local Authority and government.

3) The lawful basis on which we process this information

We collect and use staff information under the Education Act 1996. The EU general data protection regulation 2016/679 (GDPR) will take effect in 25 May 2018 including Article 6 'lawfulness of processing' and Article 9 'Processing of special categories of personal data'.

4) 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.

5) Storing this information

We are required to hold school workforce data for a period once the employee has left to enable references to be provided. Currently this is termination date plus 20 years.

6) Who we share this information with

We routinely share this information with

- our local authority
- our payroll provider
- other schools where you may be seeking employment
- the Department for Education (DfE).

7) 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.

- **Local authority** - we are required to share information about our workforce members with our local authority (LA) under section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments.
- **Department for Education (DfE)** - we share personal data with the Department for Education (DfE) on a statutory basis. This data sharing underpins workforce policy monitoring, evaluation, and links to school funding / expenditure and the assessment educational attainment.

8) Data collection requirements

The DfE collects and processes personal data relating to those employed by schools and local authorities who 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 department 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 department 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
- 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>

9) 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 our School Business Manager.

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
- 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/>

10) Further information

If you would like to discuss anything in this privacy notice, please contact our School Business Manager.