

# Privacy Notice - Staff

## How we use school workforce information



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

- Personal information (such as name, employee or teacher number, national insurance number).
- Special categories of data including characteristics information such as gender, age, ethnic group.
- Contract information (such as start dates, hours worked, post, roles and salary information).
- Work absence and attendance information (such as number of absences and reasons, also attendance on site).
- Qualifications (and, where relevant, subjects taught).
- Bank account information for payroll purposes.
- Medical, home address and next of kin information for use with emergency services.
- Contact details (home address, email address and telephone numbers).

### 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.
- Enable individuals to be treated for medical purposes.
- Contact staff outside of school hours in an emergency.
- Report back to the Department for Education on statutory workforce census returns.

### The lawful basis on which we process this information

We process this information under 'GDPR article 6' in respect of public task and from 'GDPR article 9' where data processed is categorised as special category data. For further information on how data is used, please visit 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 your data 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. It will usually only be collected and used with your explicit consent or where there is substantial public interest in the processing which enables the school to comply with a legal obligation.

### Storing this information

We hold school workforce data for the length of time prescribed in the HCC 'Retention Schedule for Schools', which has been created to assist schools to manage their information in line with the current legislative framework.

### Who we share this information with

We routinely share this information with:

- Our local authority.
- The Department for Education (DfE).
- Organisations which provide supplies and services to the school, such as
  - SGW Payroll, payroll provider

- Browne Jacobson LLP, employment law advisor
- Capita SIMS, student records,
- ClassCharts, classroom management
- CPOMS, safeguarding and pastoral information,
- Parentpay, online payments,
- SISRA, assessment tracking,
- Microsoft, learning environment, email, etc.
- Haines Watts, financial auditors,
- Wirehouse Ltd, professional health and safety advisor
- Cooper Bartton Ltd, governor clerking service,
- Inentry, Staff, student and visitor sign in,
- VEEAM, cloud back up services,
- Abtec Ltd, IT support services,
- SchoolCloud – online parent’s evening
- UCAS – university admissions for college students
- Accelerated reader – reading age diagnosis system
- Sparkx – online maths
- Provision map – Special educational needs management system

### **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.

We are required to share information about our school employees with our local authority (LA) and the Department for Education (DfE) under section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments.

### **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 (including all maintained schools, all academies and free schools and all special schools including Pupil Referral Units and Alternative Provision). 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/guidance/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 the school Data Protection Officer (contact details are below).

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.

If you have a concern about the way we are collecting or using your personal data, we ask that you raise your concern with the school's Data Protection Officer. Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/make-a-complaint/>

### **Further information**

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

Alan O'Reilly

Data Protection Officer

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Warrington

Cheshire

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