

Privacy Notice for School Workforce

Sherwell Valley Primary School

About this Privacy Notice

Sherwell Valley Primary School is part of Torbay Council and is covered by Sherwell Valley Primary School Data Protection Policy.

Individuals have a legal right to be informed about how we use their personal information. This Privacy Notice explains how we collect, store and use personal information about the people we employ, or otherwise engage, to work at our school.

It is intended for the school workforce (including school governors) and we encourage all to read it. We have produced a separate privacy notice for pupils and parents.

Our aim is to always provide clear information about the personal information we are using and why we are using it. If anything is unclear, or if you have any concerns then please contact the School Business Manager.

This is an 'overarching' privacy notice and it applies generally to most of the personal information that we collect and use about our workforce. It is based on the model privacy notice for the school workforce produced by the Department for Education (DfE). Unless there is a lawful reason not to do so, we will also provide more specific privacy information at the point at which we collect or use personal information that is not captured by this notice.

While much of the personal information that we collect is mandatory (i.e. it must be provided so that we can manage the employment relationship with you and the school), some of it may be requested on a voluntary basis. Where this is the case, we will request consent at the point we collect the information. We will explain to you whether there is a requirement to provide certain information to us, or whether you have a choice in doing so.

For the purposes of data protection law, Sherwell Valley Primary School is the 'data controller'. Our Data Protection Officer is: Kate Sharp – Business & Finance Manager.

The personal data we hold (categories of personal data)

We process personal data relating to those we employ, or otherwise engage, to work at our school including governors and volunteers in order to manage the working relationship with you and to

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run the 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 a CV 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
- ☐ Information relating to disciplinary and/or grievance procedures
- ☐ Absence data
- ☐ Copy of driving licence
- ☐ Photographs
- ☐ CCTV footage
- ☐ Data about your use of the school's information and communications system.

This list is not exhaustive. To access further details of the categories of personal information we process, please contact the School Business Manager

We may also collect, store, and use information about you that falls into "special categories" of more sensitive personal data such as racial or ethnic origin or data concerning health or sickness records. Where we process special category data, we will ensure that we meet the conditions for processing this information required by law.

Why do we collect and use your information? (Our purposes)

The reasons that we collect and use personal information enable us to manage our workforce and help us run the school including to:

- ☐ Enable you to be paid and administer pension and other benefits
- ☐ Maintain accurate workforce records including emergency contact details and records of contractual and statutory rights
- ☐ Facilitate safe recruitment, as part of our safeguarding obligations towards pupils
- ☐ Operate and keep a record of absence management and other types of leave including maternity and paternity and parental leave
- ☐ Obtain occupational health advice and ensure we are meeting obligations under health and safety law
- ☐ Support effective performance management including training records

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- ☐ Disciplinary and grievance processes
- ☐ Inform our recruitment and retention policies
- ☐ Allow better financial modelling and planning
- ☐ Enable ethnicity and disability monitoring and promote equality in the workplace
- ☐ Improve the management of workforce data across the sector
- ☐ Provide references
- ☐ Respond to and defend legal claims
- ☐ Support the work of the School Teachers' Review Body

This list is not exhaustive. To access further details please contact the School Business Manager

Our lawful reasons for processing workforce information (lawful bases)

Data Protection law requires us to have a lawful reason ('lawful basis') for processing the personal data we use. These reasons are listed under Article 6 of the 'General Data Protection Regulation' (GDPR). Occasionally, we may need to process more sensitive

information such as medical data or ethnicity as described above. Where this is the case, we have to satisfy additional 'special category' conditions which are listed under Article 9 of the GDPR. Our lawful basis for processing will be explained at the point at which we collect personal information unless there is a lawful reason not to do so (for example where it is for the prevention or detection of crime).

Sherwell Valley Primary School processes a wide range of personal data for a variety of purposes, as described above. The lawful bases we rely on will therefore vary. However, generally, the lawful bases we mainly use in relation to our workforce are:

- ☐ To fulfil a contract, we have entered into with you: For example, we need to collect and use your personal information to fulfil the terms of the employment contract we have with you including to be able to pay you and to administer benefits and pensions.
- ☐ We need to comply with the law (we have a legal obligation): For example, we collect and use workforce information under legal and statutory obligations within the Keeping Children Safe in Education (KCSIE) statutory guidelines. We are required to check employees' suitability to work with children, their entitlement to work in the UK and to comply with health and safety laws.
- ☐ We need to carry out a task in the public interest: For example, where the collection and use of workforce information is necessary for us to perform our role as a school and to deliver our public task of providing education to our pupils.

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

- ☐ You have given us consent to use it in a certain way (for example a photo of you for promotional purposes or on our website).

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- ☐ We need to protect your vital interests (or someone else's interests). This relates to life and death situations.

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.

We may also have a legitimate interest in processing your personal data. Where this is the case, we will ensure that we have considered whether or not our legitimate interests are overridden by your rights and freedoms as the worker or employee.

Some of the reasons that we use for collecting and using information may overlap and there may be several grounds allowing us to use personal data. There are also other lawful bases that may apply, and this will be made clear wherever possible.

Special category (sensitive) personal information

Where we process more sensitive data (known as special category personal data – see list below¹) we must identify a separate condition for processing special category data under Article 9 of the GDPR. These conditions will vary but our most common reasons include:

- ☐ Where processing sensitive data is necessary for reasons of 'substantial public interest' such as:
Safeguarding or Statutory and government purposes (e.g. Ofsted, Department for Education) Equality of opportunity or treatment

- ☐ Where we require your explicit consent such as using unique identifiers (e.g. fingerprints)
- ☐ To maintain a person's vital interests where they are physically or legally incapable of giving consent (e.g. where someone is unconscious and in need of medical assistance), and where health data is then shared.

Special category data is personal data revealing:

- ☐ racial or ethnic origin
- ☐ political opinions
- ☐ religious or philosophical beliefs
- ☐ trade union membership
- ☐ genetic data
- ☐ biometric data for the purpose of uniquely identifying a natural person
- ☐ data concerning health; or
- ☐ data concerning a natural person's sex life or sexual orientation

Collecting workforce information

collect and use information about you in a variety of ways including through the recruitment process, information obtained through identity documents, from correspondence with you or

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through interviews, meetings or other assessments while you are working with us. The ways in which we collect workforce information may also include through platforms such as SIMs.

In many cases we will collect information about you from third parties such as references provided by former employers and information from employment checks or criminal records checks permitted by law.

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 our workforce data

Personal data is stored in line with our data protection policy in a range of different places including in your personnel file and in IT systems including the school's email system. We create and maintain an employment file for each staff member. The information contained in this file is kept secure and is only used for purposes relevant to your employment. Once your employment with us has ended, we will retain this file and delete the information in line with our retention policies which is 6 years after the termination of your employment

A copy of the Retention Schedule can be obtained by contacting the School Business Manager.

Who we share workforce information with?

Information about our workforce will not be shared with any third party without consent unless the law allows us to do so. Where it is legally required or is otherwise necessary (and it complies with data protection law) personal information may be shared with:

- ☐ Our local authority – to meet our legal obligations to share certain information such as safeguarding concerns

- ☐ The Department for Education
- ☐ Your family or representatives
- ☐ Educators and examining bodies
- ☐ Our regulator - OFSTED
- ☐ Suppliers and service providers – to enable them to provide the service we have contracted them for, such as payroll
- ☐ Financial organisations
- ☐ Central and local government
- ☐ Our auditors
- ☐ Survey and research organisations
- ☐ Trade unions and associations
- ☐ Health authorities

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- ☐ Security organisations
- ☐ Health and social welfare organisations
- ☐ Professional advisers and consultants
- ☐ Police forces, courts, tribunals
- ☐ Professional bodies
- ☐ Employment and recruitment agencies

The DfE processes personal data relating to those employed by schools (including all academies and free schools and all special schools including pupil referral units). To find out more about the data collection requirements that are placed upon us by the DfE including the data that we share with them go to: <https://www.gov.uk/education/data-collection-and-censuses-for-schools>

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.

Requesting access to your personal data

Individuals have the right to request access to information about them that we hold. This is known as making a 'Subject Access Request' (SAR). 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 the School Business Manager

Other rights

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

- ☐ To have personal data rectified, if it is inaccurate or incomplete.
- ☐ To request the deletion or removal of personal data where there is no compelling reason for its continued processing.

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- ☐ To restrict our processing of personal data (i.e. permitting its storage but no further processing).
- ☐ To object to processing if we are processing your information as part of our public tasks, or is in our legitimate interests
- ☐ To object to direct marketing (including profiling) and processing for the purposes of scientific/historical research and statistics
- ☐ To have personal information transmitted electronically to another organisation in certain circumstances.
- ☐ Not to be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect.
- ☐ To claim compensation for damages caused by a breach of data protection regulations.

Withdrawal of consent and the right to lodge a complaint

Where we are processing personal data on the basis of consent, you have the right to withdraw that consent. If you change your mind, or you are unhappy with our use of your personal data, please let us know by contacting the School Business Manager.

If you have a concern or complaint about the way we are collecting or using your personal data, please raise your concern with us in the first instance the School Business Manager. You may also contact the Information Commissioner's Office at <https://ico.org.uk/concerns/>

Contact

If you would like to discuss anything in this privacy notice, please contact: the School Business Manager Kate Sharp