

Bishop William Ward C of E (VA) Primary School

Privacy Notice (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, pension details)
- special categories of data including characteristics information such as gender, age, ethnic group
- contract information (such as start dates, hours worked, post, roles, performance management and salary information)
- work absence information (such as number of absences and reasons);
- 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);
- Check against SCR to make sure all fields are covered.

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.
- Carry out work force performance management
- 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.
- disseminate information amongst staff and governors (applies only to email addresses and, in some cases, telephone numbers) for the effective running of the organisation.

The lawful basis on which we process this information

We process this information under:

Article 6 (1) (e) of the GDPR:

- in respect of public task ('processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller')

Article 9 of the GDPR, where data processed is a special category of personal data.

We process this information under article 6 of the GDPR in respect of public task and from Article 9 where data processed is special category data from the GDPR from 25 May 2018

For further information on how data is used, please visit the following website <https://www.gov.uk/education/data-collection-and-censuses-for-schools>

Storing this information

We hold school workforce data for the length of time prescribed by the information management toolkit adopted by our school

Who we share this information with

We share this information with:

- our local authority
- the Department for Education (DfE)
- Chelmsford Diocese

Upon occasion we may also provide certain information to the police or local health authority in cases of emergency.

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.

Chelmsford Diocese

As a Church school we do on occasion share information with the Diocese office. This information is generally related to roles within the school, staffing structures and strategic management positions.

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; 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 the school office manager or headteacher.

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:

The Headteacher or Melissa Kelly (Data Protection Officer)