

Privacy Notice - Employee Information

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, union membership
- * contract information (such as start dates, hours worked, post, roles and salary information)
- * work absence information (such as number of absences and reasons)
- * qualifications (and, where relevant, subjects taught)
- * DBS data
- * Performance management data
- * Interview details for all applicants, whether successful or not (see 6.3 Information and Records Management Society Retention guidelines for school)

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 and contributions to pensions and trade union membership fees
- * administer wellbeing benefits to our employees
- * Fulfil our obligations with regard to safeguarding of the children in our care
- * Fulfil our obligations with regard to the wellbeing and welfare of our employees including the need for contacts in case of emergency

The lawful basis on which we process this information

We process this information on the grounds that 'processing is necessary for the performance of a contract to which the data subject is party' (GDPR Article 6)

Data that is classified as 'special category' data is only collected where the data subject has given explicit consent and where the reason for collecting and processing the data has been explained to them. A data subject can withdraw consent at any time and, if they do so, the data covered by the consent must be securely disposed of or deleted from the record unless the data subject has requested that the information is retained but no longer processed.

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 in line with the data retention guidelines as stated in our Records Management Policy.

Who we share this information with

We routinely share this information with:

- * our local authority
- * the Department for Education (DfE)
- * our payroll and HR advisors
- * pension providers
- * The Office for National Statistics (although this data is generally anonymised)
- * Civil and Corporate (DBS)
- *Medigold (Occupational Health Service)
- *Eden Red (childcare voucher scheme)
- *Halfords (cycle to work scheme)

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.

Our Payroll and HR Provider

We share information with our payroll and HR provider in order to administer contracts between ourselves and our employees and to enable our employees to be paid.

Pension Providers

We share information with support staff pension service and teachers pension service providers in order for them to administer the pension schemes set up for our employees.

Office of National Statistics

We share statistical data, which is anonymised, is shared rather than data on any specific individuals.

Civil and Corporate (DBS)

Data is shared to enable a DBS to be completed in line with trust safeguarding policy

Medigold (Occupational Health Service)

Data will be shared with Medigold as part of the recruitment process to ensure employees are fit to work. At any time during employment staff could be referred under the Absence Management Policy.

Eden Red (childcare voucher scheme)

Where staff historically access the childcare voucher scheme data will be shared with Eden Red to enable costs to be paid.

Halfords (cycle to work scheme)

Staff using the benefits of the cycle to work scheme will have their data shared to enable access and then costs to be recovered.

Data collection requirements

The DfE collects and processes personal data relating to those employed by schools (including Multi Academy Trusts) 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 Trust Data Protection Officer

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:

Claire Spooner – Data Protection Officer for Woodnewton Academy Trust
gdpr@woodenewtontrust.com

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