



GDPR Privacy Notice: How we use school workforce information

Date Published	1 st May 2018
Next Review	May 2019
UCC Governor Approval Committee	
UCC Staff Role Responsible	Data Protection Officer

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APPENDICES	

1. 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, next of kin, staff photo, car details, passport details, drivers licence)
- contact details (such as home address, email address, telephone numbers)
- special categories of data including characteristics information such as gender, age, ethnic group, biometric ID, medical data.
- work absence information (such as number of absences and reasons, doctor 'fit' notes)
- contract information (such as start dates, hours worked, post, roles and salary information, payroll number, bank account details)
- qualifications (and, where relevant, subjects taught)
- Disclosure and Barring Service ID and certificate number
- pre-employment health screen
- Occupational Health reports
- payslips
- employment references

2. 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

3. The lawful basis on which we process this information

We process this information under two categories of the GDPR 25 May 2018:

Article 6 (1) (b) Contract: the processing is necessary for a contract you have with the individual, or because they have asked you to take specific steps before entering into a contract.

Also

Article 9 (2) (b) (b) processing is necessary for the purposes of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment and social security and social protection law in so far as it is authorised by Union or Member State law or a collective agreement pursuant to Member State law providing for appropriate safeguards for the fundamental rights and the interests of the data subject;

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 hold school workforce data for a period of seven years from the date of termination of employment.

6. Who we share this information with

We **routinely** share aspects of this information with:

- Rutland County Council - our local authority
- the Department for Education (DfE) – school workforce census
- Education Personnel Management Ltd. – HR & Pay Roll
- Capita Business Services – FMS, Blue sky
- Nationwide Retail Systems Ltd – library ID, cashless catering
- Cavendish Communication Projects Ltd - Wisepay

Your school based usernames, email addresses are shared with:

- Microsoft - Office 365
- School Booking – resource management
- Schoolcomms – communication tools
- School Cloud Systems - parents evening system
- Hyperspheric Solutions Ltd - Go 4 Schools
- Teachercentric Limited – Show My Homework
- CPOMS Systems Limited - safeguarding

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.

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

8. 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>

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 Mr M. Knight, UCC 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/>

10. Further information

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

Mr M. Knight, UCC Data Protection Officer

knight_m@ucc.rutland.sch.uk