



PRIVACY NOTICE – HOW WE USE SCHOOL WORKFORCE INFORMATION

School Workforce: those employed to teach, or otherwise engaged to work at, a school or a local authority

The categories of school information that we process include:

- personal information (such as name, address, employee or teacher number, national insurance number, relevant medical information, payroll/bank details)
- characteristics information (such as gender, age, ethnic group)
- contract information (such as start date, hours worked, post, roles and salary information)
- work absence information (such as number of absences and reasons)
- qualifications (and, where relevant, subjects taught)

This list is not exhaustive, to access the current list of categories of information we process please see the data mapping document <http://www.sopleyprimaryschool.org/federation/federation-policies/>

Why We Collect and Use Workforce Information

We use 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
- improving the management of workforce data across the sector
- allowing better financial modelling and planning
- enabling ethnicity and disability monitoring
- supporting the work of the School Teachers' Review Body

Under the General Data Protection Regulation (GDPR), the legal basis / bases we rely on for processing personal information for general purposes are set out in our data mapping document – held here <http://www.sopleyprimaryschool.org/federation/federation-policies/> and also available from the school office.

The General Data Protection Regulation (GDPR) allows us to collect and use workforce information with the consent of the data subject, where we are complying with a legal requirement, where processing is necessary to protect the vital interests of the data subject or another person and where 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. When the personal information is Special Category Information we may rely on processing being in the substantial public interest in addition to consent of the data subject and the vital interests of the data subject or another.

Our requirement for this data and our legal basis for processing this data are set out in our data mapping document – held here <http://www.sopleyprimaryschool.org/federation/federation-policies/> and also available from the school office.

Relevant Legislation which Supports the Lawful Basis

This includes the Education Act 1996, 2002 and 2011. The Children's Act 1989 and 2004, Education and Skills Act - Employment Law 2008, Schools Standards and Framework Act 1998 and the Equalities Act 2010.

Collecting Workforce Information

We collect personal information via (explain method of data collection used, for example, staff contract forms).

Workforce data is essential for the school's / local authority's operational use. Whilst the majority of personal information you provide to us is mandatory, some of it is requested on a voluntary basis. In order to comply with GDPR, we will inform you at the point of collection, whether you are required to provide certain information to us or if you have a choice in this.

Storing Workforce Information

We hold pupil data for the length of time specified in the retention schedule – held here <http://www.sopleyprimaryschool.org/federation/federation-policies/> and also available from the school office

Who We Share Workforce Information With

We routinely share this information with:

- our local authority (where applicable)
- the Department for Education (DfE)

Why We Share School Workforce Information

We do not share information about our 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

The Department for Education (DfE) collects personal data from educational settings and local authorities via various statutory data collections. We are required to share information about our children and young people with the Department for Education (DfE) for the purpose of those data collections, under:

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

All data is transferred securely and held by DfE under a combination of software and hardware controls which meet the current government security policy framework.

For more information, please see 'How Government uses your data' section.

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 Lynne Solly – Senior Admin Officer l.solly@burley.hants.sch.uk 01425 672343 01425 403375

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
- a right to seek redress, either through the ICO, or through the courts

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/>

Contact

If you would like to discuss anything in this privacy notice, please contact: Lynne Solly – Senior Admin Officer l.solly@burley.hants.sch.uk 01425 672343 01425 403375

How Government Uses Your Data

The workforce data that we lawfully share with the DfE through data collections:

- informs departmental policy on pay and the monitoring of the effectiveness and diversity of the school workforce
- links to school funding and expenditure
- supports 'longer term' research and monitoring of educational policy

Data Collection Requirements

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>.

Sharing by the Department

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.

To contact the department: <https://www.gov.uk/contact-dfe>