

Privacy Notice

(How we use school workforce information)

Summerfields Primary Academy

All organisations that collect, process and share personal data (known as data controllers) are required to comply with the United Kingdom General Data Protection Regulation (UK-GDPR). One of the requirements is to issue Privacy Notices so that individuals (data subjects) are fully informed of what happens to their personal data once it is collected.

Who processes your information?

Summerfields Primary Academy is the data controller of the personal information you provide to us. This means the school determines the purposes for which, and the manner in which, any personal data relating to staff is to be processed. Mrs A Snowden or Miss D Madison (Office Manager) or Mrs L Tabbner (Headteacher) act as a representative for the school with regard to its data controller responsibilities; they can be contacted on 01226722480 or officespa@pioneeract.org.uk

Mr Tim Pinto is the data protection officer whose role is to oversee and monitor the school's data processing practices and to ensure compliance with the GDPR This individual can be contacted on 01226 723691.

Where necessary, third parties may be responsible for processing staff members' personal information. Where this is required, the school places data protection requirements on third party processors to ensure data is processed in line staff members' privacy rights.

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, address)
- special categories of data including characteristics information such as gender, age, ethnic group
- 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)
- relevant medical information
- payroll information
- Employment checks (inc DBS/identity information including Right to Work documentation)
- Next of kin information including their contact details for emergency use

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
- effectively communicate with all stakeholders (through email, text message/telephone)

The lawful basis on which we process this information

We process this information under GDPR regulations 25th May 2018 ensuring we are 'compliant with a legal obligation' (Article 6c) and 'carrying out obligations and exercising specific rights' (Article 9).

We also comply with the Education Act 1996 – this information can be found in the guide documents on the following website <https://www.gov.uk/education/data-collection-and-censuses-for-schools>

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 for the length of time outlined in the PACT Retention Policy.

Who we share this information with

We routinely share this information with:

- our local authority
- the Department for Education (DfE)
- training providers
- payroll
- SchoolComms
- SIMS Database/Capita
- Human Resources
- Schools Advisory Service (Schools Insurance)
- Occupational Health Unit (as appropriate)

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.

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 that the school holds about you. To make a request for your personal information, contact our data protection officer Mr Tim Pinto, or the school office.

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.

To make a complaint please contact our data protection officer. Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/>

Further information

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our data protection officer:

- Tim Pinto (tpinto@esafetyoffice.co.uk) or 01977 232167
- Alternatively you can contact the school office on 01226722480