



GOODMAYES PRIMARY SCHOOL

Workforce Privacy Notice - How we use school workforce information

The categories of school information that we process, hold and share

These include:

- personal information (such as name, address, telephone number, email address, employee or teacher number, national insurance number, next of kin/emergency contact details)
- characteristics information (such as gender, age, ethnic group, sexual orientation, disability)
- contract information (such as start date, hours worked, post, references, roles and salary, bank account information)
- right to work in the UK information
- work absence information (such as number of absences and reasons, Occupational Health reports)
- qualifications (and, where relevant, subjects taught)
- relevant medical information
- language/religion information
- vetting details (DBS information)
- pensions information
- appraisal information
- disciplinary information
- photographs
- accident report information

Why we collect and use workforce information

We use workforce data to:

- a) enable the development of a comprehensive picture of the workforce and how it is deployed
- b) inform the development of recruitment and retention policies
- c) enable individuals to be paid

Under the General Data Protection Regulation (GDPR), the legal basis / bases we rely on for processing personal information for general purposes are:

- for the purposes of employment in accordance with the legal basis of Article 6 (b) processing is necessary for the performance of a contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract;

In addition, concerning any special category data:

- 9 (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.

Collecting workforce information

We collect personal information via the recruitment process and the New Staff Record Form.

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 data securely for the set amount of time shown in our data retention schedule. We create and maintain an employment file (paper file and electronic) for each staff member. The information contained in this file is kept secure and is only used for purposes directly relevant to your employment. Once your employment with us has ended, we will retain this file and delete the information in it in accordance with our data retention schedule.

For more information on our data retention schedule and how we keep your data safe, please visit the school's website or the Staff Shared Drive.

Who we share workforce information with

We routinely share this information with:

- our local authority (Redbridge Council)
- the Department for Education (DfE)
- Disclosure and Barring Service
- Integris G2
- London Grid for Learning
- Schools Advisory Service
- SchoolPing

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.

Our reasons for sharing this information are as follows:

- Redbridge Local Authority (Redbridge Council) - staff recruitment process, payroll, safeguarding
- Department for Education (DfE) – school workforce census
- Disclosure and Barring Service – to comply with safeguarding requirements
- Integris G2 – our management information system
- London Grid for Learning – LGfL links with the school's management information system in order to create email accounts for staff
- Schools Advisory Service – staff absence/medical/pregnancy related information
- SchoolPing – electronic messaging service

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 statutory data collection under section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments.

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 Elaine Shaw, PA to the Headteacher.

You also have the right to:

- to ask us for access to information about you that we hold
- to have your personal data rectified, if it is inaccurate or incomplete
- to request the deletion or removal of personal data where there is no compelling reason for its continued processing
- to restrict our processing of your personal data (i.e. permitting its storage but no further processing)
- to object to direct marketing (including profiling) and processing for the purposes of scientific/historical research and statistics
- not to be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect on you

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/>

International transfers and processing

We do not process any personal information outside of the European Economic Area.

Last updated

We may need to update this privacy notice periodically so we recommend that you revisit this information from time to time. This version was last updated **Spring Term 2020**.

Contact

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

Elaine Shaw

PA to the Headteacher

elaine.shaw@redbridge.gov.uk