



Fynamore Primary School



Privacy Notice - Staff (how we use school workforce information)

Under data protection law, individuals have a right to be informed about how the school uses any personal data that we hold about them. We comply with this right by providing 'privacy notices' to individuals where we are processing their personal data.

This privacy notice explains how we collect, store and use personal data about **staff**.

We, Fynamore Primary School, School Road, Calne, SN11 9UG, are the 'data controller' for the purposes of data protection law.

Our Data Protection Officer (DPO) is:

Mr Andrew Ind, Headteacher, Cherhill C of E (VA) Primary School, Middle Lane, Cherhill, Wiltshire SN11 8XX.

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, photo);
- 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);
- DBS information (including a record of the ID used to apply).

Why we collect and use this information

We process personal data relating to those we employ to work at, or otherwise engage to work at our school. This is for employment purposes to assist in the running of the school and/or to enable individuals to be paid. The collection of this information will benefit both national and local users by:

- Facilitating safe recruitment;
- Supporting the effective performance management of staff;
- Improving the management of workforce data across the sector;
- Enabling development of a comprehensive picture of the workforce and how it is deployed;
- Informing the development of recruitment and retention policies;
- Allowing better financial modelling and planning;
- Enabling ethnicity and disability monitoring;
- Supporting the work of the School Teachers' Review Body.

Our legal basis for using this data

We only collect and use staff personal data when the law allows us to. We collect and use staff information under the Education Act 1996 (Departmental Censuses). The collection and processing of data is lawful under Article 6 of the General Data Protection Regulation (GDPR) (from 25 May 2018) as the data subject has given consent to the processing of his or her personal data for one or more specific purposes and the processing is necessary for compliance with a legal obligation to which the controller is subject. The collection and processing of personal data revealing racial or ethnic origin, religious beliefs and data concerning health, is lawful under Article 9 of the GDPR (from 25 May 2018) as the data subject has given explicit consent to the processing of those personal data for one or more specified purposes.

Who we share this information with

We are required by law to share some of this personal data with:

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

If you require more information about how the DfE store and use your personal data please visit:

www.gov.uk/data-protection-how-we-collect-and-share-research-data

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. The DfE collects and processes personal data relating to those employed by schools and local authorities that work in state funded schools. 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>.

Storing this information

We usually hold most school workforce data for the length of the employment contract, plus 6 years (please refer to our Retention Policy).

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, please contact 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.

Further information

If you would like to discuss anything in this privacy notice, please contact the School Office, or our Data Protection Officer (DPO):

Mr Andrew Ind, Headteacher, Cherhill C of E (VA) Primary School, Middle Lane, Cherhill, Wiltshire SN11 8XX.