



Privacy Notice: How we use school workforce 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:

- 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; and
- supporting the work of the School Teachers' Review Body

The categories of school workforce information that we collect, process, hold and share include:

- personal information (such as name, address, employee or teacher number, national insurance number)
- special categories of data including characteristics information such as gender, age, ethnic group, disabilities/access requirements or other medical information.
- contract information (such as start dates, hours worked, post, roles, pay roll and salary information)
- work absence information (such as number of absences and reasons)
- qualifications (and, where relevant, subjects taught)
- Images such as in photographs, videos and CCTV footage.

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
- Recruit and employ staff.

The lawful basis on which we process this information

Under the current data protection legislation, the school must identify a valid, lawful basis for any data processing they carry out. We process personal data in relation to staff using the following lawful bases:

GDPR Article 6 (1):

- 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;
- processing is necessary for compliance with a legal obligation to which the controller is subject;
- the data subject has given consent to the processing of his or her personal data
- 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.

GDPR Article 9 (2)

- processing is necessary for the purposes of carrying out the obligations and exercising the specific rights of the controller or of the data subject in the field of employment
- Processing is necessary for the purpose of preventative or occupational medical or for the assessment of the working capacity of the employee
- Processing is necessary for the reasons of substantial public interest
- The data subject has given explicit consent to the processing of their personal data
- We are required to for reasons of “public health” for example during a pandemic.

Please see the school’s Special Category Data policy for more information about how we process this type of data. This policy can be found at www.dentonprimaryschool.co.uk

Collecting this information

We collect personal information via application forms and data collection sheets.

Workforce data is essential for the school’s operational use. 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 data securely for the set amount of time shown in our retention schedule. For more information on our retention schedule and how we keep your data safe, please speak to the Headteacher.

Who we share this information with

We routinely share this information with:

- Statutory sharing with our local authority
- the Department for Education (DfE)

- Learning platforms or software providers used by the school to support education provision.
- Traded services purchased through the LA, (eg. For legal, Human Resources or Information Governance Support).

We only share data with organisations who have adequate security measures and protections in place.

Why we share school workforce information

We do not share information about workforce members 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)

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 school employees with our local authority (LA) and 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, available online.

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

For privacy information on the data the Department for Education (DfE) collects and uses, please see:

<https://www.gov.uk/government/publications/privacy-information-education-providers-workforce-including-teachers>

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 the headteacher.

Depending on the lawful basis above, you may also have the right to:

- ask us for access to information about you that we hold.
- 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
- Request for your personal data to be rectified, if it is inaccurate or incomplete

- Request the deletion or removal of your personal data where there is no compelling reason for its continued processing
- To restrict our processing of your personal data (ie permitting its storage but no further processing)
- A right to seek redress, either through the ICO or through the courts.
- The right to be informed about the collection and use of your personal data – this is called ‘Right to be informed’.

There are legitimate reasons why we may refuse your information rights request, which depends on why we are processing it. For example, some rights will not apply:

- Right to erasure does not apply when the lawful basis for processing is legal obligation or public task
- Right to portability does not apply when the lawful basis for processing is legal obligation, vital interests, public task or legitimate interest
- Right to object does not apply when the lawful basis for processing is contract, legal obligation or vital interest. And if the lawful basis is consent, you do not have the right to object, but you have the right to withdraw consent.

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/>

For further information on how to request access to personal information held centrally by DfE, please see the ‘How Government uses your data’ section of this notice.

Data Protection Officer

The school’s Data Protection Officer is provided by East Sussex County Council; Peter Questier (East Sussex County Council, Information Governance Team. Children’s Services)

However, please contact the school in the first instance if you have a query regarding this privacy notice or how your information is used. Please contact the Headteacher or the School Business Manager.

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.

For more information about the Department for Education's (DfE) data sharing process, please visit:

<https://www.gov.uk/data-protection-how-we-collect-and-share-research-data>

For more information about which organisations the Department for Education (DfE) has provided information to (and for which project), please visit the following website:

<https://www.gov.uk/government/publications/dfes-external-data-sheets>

How to find out what personal information DfE hold about you

Under the terms of the Data Protection Act 2018, you're entitled to ask the Department:

- if they are processing your personal data
- for a description of the data they hold about you
- the reasons they're holding it and any recipient it may be disclosed to
- for a copy of your personal data and any details of its source

If you want to see the personal data held about you by the Department, you should make a 'subject access request'. Further information on how to do this can be found within the Department's personal

information charter that is published at the address below:

<https://www.gov.uk/government/organisations/department-for-education/about/personal-information-charter>

or

<https://www.gov.uk/government/publications/requesting-your-personal-information/requesting-your-personal-information#your-rights>

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

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 on 1st October 2024.