

## **Privacy Notice for Employees**

The Flitch Green Academy is a data controller for the purposes of the Data Protection Act. We collect information from you and may receive information about you from your previous employer. 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
- support continuous professional development and performance management
- comply with the law regarding data sharing
- comply with statutory requests for data from relevant authorities
- carry out safeguarding and pre-recruitment checks

### **The lawful basis on which we use this information:**

We collect and use school workforce information under Article 6 of GDPR, such as compliance with a legal obligation, for example completion of the DFE's annual Workforce Census. We also collect and use information only when given explicit consent, under Article 9 of GDPR, such as health and wellbeing. This enables the academy to give additional support to those employees who require it.

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

- personal information (such as name, address, contact details, employee or teacher number, national insurance number)
- 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)
- Medical, accident logs and next of kin information for use with emergency services

### **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 the General Data Protection Regulation, 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 as set out in our Records Management Policy.

### **Who we routinely share this information with:**

- our local authority (Essex County Council)
- the Department for Education (DfE)
- subsequent employers
- professional agencies (i.e. NHS)
- Management Information Systems (i.e. Payroll, RM Integris, MyConcern)
- academy governors

### **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 (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 workforce 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 about you that we hold. To make a request for your personal information, contact Sarah Evans, Vice-Principal.

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. Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/>

## **Further information:**

If you would like to discuss anything in this privacy notice, please contact Sarah Evans, Vice Principal.