



Privacy Notice- Workforce

Signed by:

_____ Headteacher Date: _____

_____ Chair of trustees Date: _____

Last updated: November 2024

Privacy Notice

Workforce

This privacy notice sets out how and why we collect and process personal information relating to current and former employees, governors, volunteers, contractors and others engaged to work at the school.

This notice does not form part of any contract of employment or other contract to provide services.

The Data Protection Officer

The School's Data Protection Officer is Ms Samantha Smith who can be contacted by E-mail: igschools@herefordshire.gov.uk; Tel: 01432 260282; Post: Information Governance, Herefordshire Council, Plough Lane, HR4 0LE

Information held about you

In order to provide efficient and effective services it is necessary for us to collect and process personal information about you. This information will include:-

- personal identifiers and contacts - such as name, address, marital status, employee or teacher number, national insurance number, photographs, and vehicle registration
- characteristics information – such as ethnicity, language, age
- contract information – such as start date, hours worked, post / role details, bank account details and salary information
- work absence information – such as number of absences and reasons, holiday entitlement
- qualifications – including on-going training records, professional membership details and where relevant details of subjects taught
- medical and administration information – such as doctors' information, health, allergies, medication and dietary requirements
- next of kin and emergency contact information
- review and disciplinary information – such as annual review documents
- information relating to communications with you – such as details of meetings, telephone calls
- DBS confirmation documents
- CCTV Images

Why we collect this data and how will we use the information we hold about you

We will collect information about you to:-

- for safer recruitment practices in carrying out our safeguarding duties to students and workforce
- to enable the development of a comprehensive picture of the workforce and how it is deployed
- to inform the development of recruitment and retention policies
- to enable individuals to be paid
- to support the work of the School Teachers' Review Body
- enable ethnicity and disability monitoring
- to keep individuals safe in relation to existing medical conditions

This information is essential for the school's operational use. While the majority of information you provide to us is mandatory some of it is requested on a voluntary basis. In compliance with data protection legislation 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.

What is the legal basis for us to process your data?

There is a wide ranging framework of legislation that governs the school's actions to educate and safeguard the wellbeing of its pupils, the School will process your data in compliance with its legal obligations to carry out these duties.

Your data will also be processed in performance of the public task to ensure the efficient management and running of the school.

The majority of information collected and processed about you is done so for the performance of a contract with you or to take steps in preparation for such a contract.

Relevant health and medical information is collected and processed in order to protect the vital interests of our workforce.

Other information may be collected and processed with your consent, which you can withdraw at any time.

Who is processing my data?

All personal data is processed in accordance with data protection law. The Data Controller for the information outlined in this privacy notice is Marlbrook, St Martin's and Wellington Primary Schools.

Marlbrook, St Martin's and Wellington Primary Schools contracts with a number of carefully vetted companies who process data on behalf of the school, these include:

- HR company – to manage payroll and DBS checks
- HCSS – staff budgeting tool
- Occupational Health company – to complete employment health checks and carry out occupational health referrals
- Scholarpack – MIS

Who we will share your information with

We do not share information about our workforce with anyone without consent unless the law and our policies allow us to do so. In such circumstances we routinely share workforce information with:

- our local authority
- the Department for Education
- the NHS
- the Police

We are required to share information about our workforce members with our local authority under Section 5 of the Education (Supply of Information about the School Workforce (No 2) (England) Regulations 2007 (as amended). Such information may then be shared by the local authority with the Department for Education if requested (under Section 6).

With your consent, your information may also be shared with:

- School website and newsletters – used to promote and celebrate School events

We will not normally share your information without your consent; however, there may be certain circumstances where we would share without consent such as where we are required to do so by law; for monitoring and funding purposes; safeguarding, and in risk of harm or emergency situations. Any information shared will be with appropriate individuals on a need to know basis. Only the minimum information required will be shared.

How do we store and how long do we keep your information?

We will only keep your information for the minimum period necessary. The information outlined in this privacy notice will be kept no longer than the maximum number of years required by law as outlined in the school's records retention policy. All information will be held securely and destroyed under confidential conditions at the appropriate time.

Your rights

You have a number of rights under data protection law, including the right to request a copy of your information and to request that the information be amended or erased if incorrect.

To exercise these rights, you will need to put your request in writing and provide proof of identification to:

Fern Academy Trust
c/o Marlbrook Primary School
Green Croft
Redhill
Hereford
HR2 7NT
01432 266643

You also have a right to make a complaint about our handling of your personal data to the Information Commissioner's Office <https://ico.org.uk/>

Providing Accurate Information

It is important that we hold accurate and up to date information about you in order to assess your needs and deliver the appropriate services. If any of your details have changed, or change in the future, please ensure that you inform us as soon as possible so that we can update our records.

Further information

If you have any questions or concerns about how your information is used, please contact

Julie Worsfold :

jworsfold@fernacademytrust.co.uk

Alternatively you can contact Ms Samantha Smith, the Data Protection Officer c/o

admin@fernacademytrust.co.uk

More information about data protection and how it applies to you can be found on the Information Commissioner's Office website at <https://ico.org.uk/>