

1 HOW WE USE STAFF INFORMATION

The school is the data controller for information it uses and that is used by its Academies:

In this document the Trust (Great Academies Education Trust) and the Academies, whether singly or in groups, are referred to as 'we' or 'our'. Staff are referred to as 'you' or 'your'.

Much of the information we collect is classed as 'personal data' and our use of it is covered by a set of rules called the General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.

This document tells you more about:

- The information we collect
- What we use the information for
- How your information is stored and how long we keep it
- What rights you have to the information

2 WHAT INFORMATION DO WE COLLECT AND USE ABOUT STAFF?

We collect many different categories of information, for example:

- Personal details (including Special Category data)
- Contact details
- Banking details
- Taxation details
- Pension details
- Job application details
- Selection and interview records
- Onboarding records including suitability to work in education
- Contractual details
- Performance assessment details
- Information for improving performance
- Annual leave records
- Absence information
- Records of communication
- Photographs of you or images on CCTV
- Information to identify you in school
- Records of transactions
- Information about the use of IT systems
- Information about consultation with other professionals

We also are required to collect and use information that is given additional protection under the GDPR, for example.

- Demographic information required for monitoring equal opportunities
- Information about health conditions and medical appointments

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While the majority of information we collect is mandatory, there is some information that can be provided voluntarily. Whenever we seek to collect information from you, we make it clear whether providing it is mandatory or optional.

In addition:

- The school also uses CCTV cameras around the school site for security purposes and for the protection of staff, parents/carers and pupils. CCTV footage may be referred to during the course of disciplinary procedures (for staff or pupils) or to investigate other issues.

3 WHY WE COLLECT AND USE THE INFORMATION

We use the information for some, or all, of the reasons below:

- To enable you to work for us
- To support you in teaching and learning
- To maintain a safe environment for our pupils
- To provide appropriate pastoral care for our students
- To enable to you take part in appropriate training and professional development
- To help you to deliver the best support of our student and your colleagues
- To enable you to pay for activities for your child(ren)
- To enable you to pay for meals in School
- To comply with our legal obligations to share information
- To ensure your health and safety
- To keep you up to date with news about the school

4 THE LEGAL BASIS FOR USING THIS INFORMATION

Depending on the purpose, our use of your information will be legal due to one of the following:

- Informed consent given by you [Article 6(1)(a)]
For example: The use of banking information in our payment service
- To meet the terms of a contract [Article 6(1)(b)]
For example: Recording the amount of annual leave you have taken
- To meet a legal requirement [Article 6(1)(c)]
For example: Providing information to HMRC
- To protect the vital interests of you or someone else [Article 6(1)(d)]
For example: Giving your contact details to emergency services
- Delivering a public task [Article 6(1)(e)]
For example: Keeping records of meeting with parents.

Where we use special category personal data, we process this under the following exemptions from Section 9 of GDPR:

- Explicit consent given by you [Article 9(2)(a)]
For example: The use of biometric information to identify you for our catering system
- Information used in the field of employment [Article 9(2)(b)]
For example: Using information about ethnic origin for equality monitoring purposes
- To protect the vital interests of you or someone else [Article 9(2)(c)]
For example: providing details of any medical conditions you have in the event of an emergency
- For substantial public interest [Article 9(2)(g)]

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For example: Using information about your health to ensure a safe working environment

5 COLLECTING THIS INFORMATION

While the majority of information we collect is mandatory, there is some information that can be provided voluntarily. Whenever we seek to collect information from you, we make it clear whether providing it is mandatory or optional.

In addition, the school also uses CCTV cameras around the school site for security purposes and for the protection of the school community including staff, parents/carers and pupils. CCTV footage may be referred to during the course of disciplinary procedures (for staff or pupils) or to investigate other issues. CCTV footage involving parents/carers will only be processed to the extent that it is lawful to do so.

6 STORING YOUR PERSONAL DATA

Some of the personal data that we collect, and use, is added to your personnel file. Other data, depending on its purpose will be kept in other systems or in manual files. We use email to enable authorised users to transfer information to one another.

Some personal data is kept for different lengths of time. For example.

- Your personnel file (for a period dependant upon the circumstances, as set out in the Personnel File Retention Policy) after the date you leave employment
- Annual appraisals are kept for the current year and then for 5 years
- Records of any accident you have at work are kept for 12 years after the incident

If you'd like to know how long we keep a specific piece of personal data, please contact the Data Protection Officer whose details can be found at the end of this Privacy Notice.

7 SHARING YOUR PERSONAL DATA

At times we will share your personal data with other organisations and people. We will only do this when we are legally required to do so, when our policies allow us to do so or when you have given your consent.

Examples of people we share personal data with are:

- Family, associates and representatives of the person whose personal data we are processing who are authorised to receive the data
- [Your local authority]
- HMRC
- The Department for Education
- Healthcare, social and welfare organisations
- Police forces and Courts
- Voluntary and charitable organisations
- Our suppliers and service providers

Where we share your personal data with someone who is a supplier or service provider, we have taken steps to ensure that they treat your personal data in a way that meets the requirements of the GDPR.

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8 BIOMETRIC SYSTEMS

Where a school operates a biometric system for staff identification (where used, these are usually fingerprint-based systems found in catering and library applications but can include door entry and other systems) then the school will require explicit written consent from each intended user.

9 TRANSFERRING DATA INTERNATIONALLY

Data stored electronically may be saved on a cloud-based system which may be hosted in a different country. Where we transfer personal data to a country or territory outside the European Economic Area, we will do so in accordance with data protection law.

10 HOW LONG WE KEEP YOUR PERSONAL DATA

We only keep your information for as long as we need it or for as long as we are required by law to keep it. Full details are given in our Data Retention Policy which can be found on our website.

11 YOUR RIGHTS TO YOUR PERSONAL DATA

You have rights relating to the personal data that we collect and use. Depending on the legal basis we are using the information you have different rights. If we are using your personal data based on your consent, you can withdraw that consent and we will stop using that personal data. Withdrawing your consent will need to be recorded in writing, please contact the Data Protection Officer.

If we are collecting or using your personal data, you have:

- **The right to be informed**

If you ask us, we must tell you if we are collecting or using your personal data.

- **The right of access to your personal data**

You have the right to view the personal data that we hold about you, to receive a copy of the data and to be given more information about the data including any transfer to countries who do not fall under the requirements of the GDPR.

Some information we hold cannot be accessed in this way. If you ask for information that is not available, there may be other ways of accessing it and we can help you.

To have access to your personal data we will need to collect details of what you want and in the first instance you can contact the Data Protection Officer whose details can be found at the end of this Privacy Notice. You will also need to supply us with standard information to verify your identity.

- **Other rights**

You also have rights to ask us to correct inaccurate personal data, to ask us to stop using it or to object to us using it. For some data you may have to right to ask us to erase it, or to provide it in an electronic format that you can give to someone else. For some personal data if we are subjecting it to automated decision making then you have the right to object to this as request that a person is involved.

You will be given full details of these rights if you request access to your personal data or you can ask the Data Protection Officer.

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13 WHO TO CONTACT

The Academy has the responsibility to ensure that your personal data is protected. It is called the **data controller**. All members of staff work for the data controller.

Trusts are also required to have someone called a Data Protection Officer or DPO. The DPO advises the school about issues to do with data protection, but can also help you, if you have a problem.

Our Data Protection Officer is:

Name of DPO: Mrs H Abbott
Email address: habbott@gaet.co.uk
Contact address: Great Academies Education Trust, Cavendish 249, Cavendish Street, Ashton-Under-Lyne, OL6 7AT

If you have any questions about this privacy notice, please contact the data protection administrator or the Data Protection Officer.

If you have a concern about the way we are collecting or using your personal data, we request 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/> or call 0303 123 1113.

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