



## **Privacy Notice: How we use school workforce (staff) information)**

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

- personal information (such as name, age address, 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, employee number, HMRC ref number)
- work absence information (such as number of absences and reasons)
- qualifications (and, where relevant, subjects taught)
- DBS or Ofsted EY2 reference number
- Medical information if applicable
- SEN or disability needs if applicable

### **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
- to check suitability of the person working with young children

### **The lawful basis on which we process this information**

We collect and use children's information under the guidelines of GDPR 25 May 2018, according to Article 6 where there is a lawful basis for processing, and Article 9 where data processed is special category data.

Definition of Article 6:

"processing is necessary for compliance with a legal obligation to which the controller is subject."

Our setting has a legal obligation to seek approval for, hold and process (yours and) your child's information to share information with Ofsted when required in accordance with the applicable Sections in Parts 2, 3, 4 and 5 of the Children's and Families Act 2014. The Preschool also has a legal obligation to share information to their local authority and outside agencies, as required, according to the Childcare (Provision of Information About Young People) (England) Regulations 2009 as well as The Early Years Foundation Stage (Learning and Development Requirements) Order 2007.

Definition of Article 9:

The collection, controlling and processing of special category data. It is therefore more sensitive, and so needs more protection. For example, the Preschool will ask for approval to obtain and securely hold information about an individual's:

- health

Our basis for holding such information are based on the same lawful requirements as those stated above in Article 6.

## **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 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 school workforce data for not less than 3 years (including accident records) after the person has left employment at the setting. Any wage/salary details will be kept for 6 years after the employee has left the setting. Any medical information will be kept for 6 years after employee has left.

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

We routinely share this information with:

- our local authority
- the Department for Education (DfE)
- accountant / wages clerk
- HMRC
- administrator

## **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.

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.

## **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:

**Mrs April Howell, Roborough Preschool Committee Chairperson and Data Protection Officer (DPO) via our admin email: [admin@roboroughpreschool.co.uk](mailto:admin@roboroughpreschool.co.uk)**  
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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:

**Mrs April Howell, Roborough Preschool Chairperson and Data Protection Officer (DPO) [admin@roboroughpreschool.co.uk](mailto:admin@roboroughpreschool.co.uk)**

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