

Privacy Notice for Staff – How we use your information

2021/2022

Who are we?

High Meadow Community School is the 'data controller'. This means we are responsible for how your personal information is processed and for what purposes.

High Meadow Community School is registered as the Data Controller with the Information Commissioner's Office (ICO); Registration Number: Z6976965.

You can contact the school as the Data Controller in writing at:
High Meadow Community School, Norton Road, Coleshill B46 1ES or
admin2569@welearn365.com.

What is a Privacy Notice?

A Privacy Notice sets out to individuals how we use any personal information that we hold about them. We are required to publish this information by data protection legislation. This Privacy Notice explains how we process (collect, store, use and share) personal information about our staff.

What is Personal Information?

Personal information relates to a living individual who can be identified from that information. Identification can be by the information alone or in conjunction with any other information in the data controller's possession or likely to come into such possession.

'Special category' personal information reveals racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation.

What personal information do we process about staff?

The categories of staff information that we collect, hold and share include:

- personal information such as name, employee or teacher number and 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

For what purposes do we use personal information?

We use staff data to:

- develop a comprehensive picture of the workforce and how it is deployed
- inform the development of recruitment and retention policies
- enable individuals to be paid and receive other staff benefits
- ensure that we can act in an emergency
- share medical information with public health agencies

Collecting staff information

Whilst the majority of staff 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 staff information to us or if you have a choice in this.

What are the legal reasons for us to process your personal information?

We are required to process personal information in accordance with data protection legislation and only do so when the law allows us to. Data Protection law sets out the lawful reasons we have to process your personal information and these are as follows:

1) To comply with the law

We collect and use general purpose staff information in order to meet certain legal requirements and legal obligations placed upon the school by UK law. We therefore have the right to process your personal information for such purposes without the need to obtain your consent.

Details of the type of processing that we must undertake, the personal data that is processed, the legislation which requires us to do so and who we may share this information with is set out in Table 1.

2) To protect someone's vital interests

We are able to process personal information when there is an emergency and/or where a person's life is in danger.

Details of the type of processing that we may undertake on this basis and who we may share that information is set out in Table 2.

3) With the consent of the individual to whom that information 'belongs'

Whilst much of the personal information is processed in accordance with a legal requirement, there is some personal information that we can only process when we have your consent to do so. In these circumstances, we will provide you with specific and explicit information regarding the reasons the data is being collected and how the data will be used.

Details of the type of processing that we may undertake on this basis and who we may share that information is set out in Table 3.

4) To perform a public task

It is a day-to-day function of the school to ensure that staff members receive the training and support they require. Much of this work is not set out directly in any legislation but it is deemed to be necessary in order to ensure that staff are properly supported and able to do their job.

Details of the type of processing that we may undertake on this basis and who we may share that information is set out in Table 4.

5) To comply with a contract we have with you or because you have asked us to take specific steps before entering into a contract

We are able to process personal information in order to comply with the contract that we have with you.

Details of the type of processing that we may undertake on this basis and who we may share that information is set out in Appendix 5.

Special category personal information

In order to process 'special category' data, we must be able to demonstrate how the law allows us to do so. In addition to the lawful reasons above, we must also be satisfied that ONE of the following additional lawful reasons applies:

- 1) Explicit consent of the data subject
- 2) Necessary for carrying out obligations and exercising specific rights in relation to employment and social security and social protection law
- 3) Processing relates to personal data which is manifestly made public by the data subject
- 4) Necessary for establishing, exercising or defending legal claims
- 5) Necessary for reasons of substantial public interest
- 6) Necessary for preventive or occupational medicine, or for reasons of public interest in the area of public health
- 7) Necessary for archiving, historical research or statistical purposes in the public interest

The lawful reasons for each type of sensitive category personal information that we process is set out in the tables attached.

Who might we share your information with?

We routinely share staff information with:

- our local authority
- the Department for Education (DfE)
- Local Public Health Team
- NHS Test and Trace

We do not share information about our staff unless the law and our policies allow us to do so.

NHS Test and Trace/Public Health Agencies:

It may be necessary for us to share limited information with the above agencies in the event that an individual tests positive for Coronavirus, or if there is a Coronavirus outbreak. This will enable the named agencies to liaise with families to provide advice and support, and to take appropriate steps in responding to an outbreak. You have the right to object to the sharing of information with such agencies. This is not an absolute right and will be assessed on a case by case basis.

Please refer to the tables for information about what personal information is shared with which specific third parties.

What do we do with your information?

All personal information is held in a manner which is compliant with Data Protection legislation. Personal information is only processed for the purpose it was collected. The school monitors the personal information it processes and will only share personal information with a third party if it has a legal basis to do so (as set out above).

How long do we keep your information for?

In retaining personal information, the school complies with the Retention Schedules provided by the Information Record Management Society. The schedules set out the Statutory Provisions under which the school are required to retain the information.

A copy of those schedules can be located using the following link:

<http://irms.org.uk/page/SchoolsToolkit>

Transferring data internationally

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.

What are your rights with respect of your personal information?

Under data protection law, staff members have the right to request access to information about them that we hold. To make a request for your personal information contact the School Data Protection Officer at Warwickshire Legal Services via email at schooldpo@warwickshire.gov.uk or alternatively;

School Data Protection Officer
Warwickshire Legal Services
Warwickshire County Council
Shire Hall
Market Square
Warwick
CV34 4RL

****Please ensure you specify which school your request relates to.**

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, you should raise your concern with us in the first instance or directly to the Information Commissioner's Office at <https://ico.org.uk/concerns/>

Review

The content of this Privacy Notice will be reviewed September 2022

Table 1 – Personal information we are required to process to comply with the law:

Information Type	Relevant legislation	Special Category– additional lawful reason	Third Parties with whom we share the information	Lawful reason for sharing
Staff information including personal details, NI number, DBS checks, qualifications and right to work in UK.	Education Act 2005, section 114 and accompanying regulations		Secretary of state, WCC, Disclosure & Barring Services	Legal Obligation
School Workforce census including staff personal details	Education Act 2005, section 114 and accompanying regulations		DFE	Legal Obligation
Schools workforce census – staff ethnicity	Education Act 2005, section 114 and accompanying regulations	Consent	DFE	Legal Obligation
Accident Records	Reporting of injuries, diseases and dangerous occurrences 2013 RIDDOR		Health & Safety Executive & LA safety team	Legal Obligation
Individual Staff Health & Safety Risk Assessments & PEEP	Health & Safety at Work Act 174 & accompanying legislation		Not shared externally	
Qualifying complaint information	Education Act 2005 section 11B		Chief Inspector	Legal Obligation
Verification of right to work in UK Single Central Record	Immigration, Asylum and Nationality Act 2006 section 15		LA OFSTED	Legal Obligation

Table 2 – Personal information we are required to process as it is necessary to protect someone’s vital interests

Information Type	Special Category - additional lawful reason	Third Parties with whom we share the information	Lawful reason for sharing
Medical conditions & staff emergency contact details	Necessary for preventative/ occupational medicine	Medical staff	Vital Interest
Medical Information	Necessary to protect vital interests of the data subject or	Medical staff	Vital Interest

	another person where the data subject is physically or legally incapable of giving consent or necessary preventative/ Occupational medicine		
Religious belief	Necessary to protect vital interest of the data subject or another person where the data subject is physically or legally incapable of giving consent	Medical staff	Vital Interest
Staff Dietary requirements	Necessary for preventative/ Occupational medicine	Medical staff	Vital Interest

Table 3 - Personal information we are required to process with the consent of the individual to whom that information 'belongs'

Information Type	Special Category - additional lawful reason	Third Parties with whom we share the information	Lawful reason for sharing
Staff email address and mobile numbers		Other members of staff	Consent
Photographs		Local Press/Media, Newsletter, school website, Twitter, Internal school displays	Consent

Table 4 - Personal information we are required to process because it is necessary to do so in order to perform a public task

Information Type	Special Category - additional lawful reason	Third Parties with whom we share the information	Lawful reason for sharing
Attendance records at staff training		OFSTED	Public task
Staff personal characteristics ie religion, gender, ethnicity	consent	LA	Public Task
Medical Conditions	Necessary for preventative or occupational medicine	Medical staff	Public Task
Result of Covid 19 Testing	Necessary for reasons of public health	Public Health NHS Test and Trace	Public Task

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Table 5 - Personal information we are required to process because of a contract we have with you or because you have asked us to take specific steps before entering into a contract

Information Type	Special Category - additional lawful reason	Third Parties with whom we share the information	Lawful reason for sharing
Recruitment Information – Application forms, interview notes medical questionnaires & references		WCC Team Prevent, LA, OFSTED	Public Task/ Legal Obligation
Absence Records		LA HR Payroll	Public Task
Disciplinary Actions Taken		LA HR Advisory team	Public Task
Grievances		LA HR advisory team where necessary	Public Task
Staff personal information		DFE – school workforce census. LA Disclosing & Barring service	Legal Obligation
P45 Forms		LA HR Payroll team	Public Task
Staff personal bank details		LA requirement for payroll system	Contract
Appraisal records, notes feedback objectives. Updated job descriptions pay & promotion.		LA HR team OFSTED	Legal Obligation