

Privacy Notice for School Workforce

Who processes your information?

The school is the data controller of the personal information you provide to us. This means they determine the purposes for which, and the manner in which, any personal data relating to staff is to be processed. A representative of the school, Hameeda Ahmed, can be contacted on 0121 327 0824 or h.ahmed@thornton.bham.sch.uk.

Ms Ahmed is the data protection officer. Their role is to oversee and monitor the school's data processing practices. This individual can be contacted on 0121 327 0824 or h.ahmed@thornton.bham.sch.uk.

Where necessary, third parties may be responsible for processing staff members' personal information. Where this is required, the school places data protection requirements on third party processors to ensure data is processed in line with staff members' privacy rights.

Why do we need your information?

Thornton Primary School has the legal right and a legitimate interest to collect and process personal data relating to those we employ to work at the school, or those otherwise contracted to work at the school. We process personal data in order to meet the safeguarding requirements set out in UK employment and childcare law, including those in relation to the following:

- School Staffing (England) Regulations 2009 (as amended)
- Safeguarding Vulnerable Groups Act 2006
- The Childcare (Disqualification) Regulations 2009

Staff members' personal data is also processed to assist in the running of the school, and to enable individuals to be paid.

If staff members fail to provide their personal data, there may be significant consequences. This includes the following:

Employment checks:

Failure to provide the school with ample proof of a right to work in the UK will prevent employment at name of school.

- *Employees found to be working illegally could face prosecution by law enforcement officers.*

Failure to provide teaching qualifications will prevent employment at Thornton Primary School.

- *Staff employed at the school must hold suitable qualifications, failure to provide evidence will prevent staff from being paid correctly and on time.*

Salary requirements:

Failure to provide accurate tax codes and/or national insurance numbers could lead to issues of delayed payments or an employee paying too much tax.

- *Employment contracts need National Insurance numbers and the correct tax code to allow employees to be paid correctly and accurately.*

Safeguarding requirements:

Failure to provide the school two referees on an application form will prevent employment at Thornton Primary School.

- *All employees must have two suitable references from their past employment to verify their suitability and capability for the post.*

Failure to provide information to undertake a DBS check will prevent employment at Thornton Primary School.

- *DBS checks are completed prior to gaining employment at the school. Any previous convictions spent or unspent must be declared at the point of the application.*

Medical Checks:

Failure to provide the school with medical history.

- *All employees must declare their medical history to establish that they are fit for the job role that they have applied for. Please note: the information provided is sent to Occupational Health via a secure web portal and is strictly confidential.*

For which purposes are your personal data processed?

In accordance with the above, staff members' personal data is used for the following reasons:

- Contractual requirements
- Employment checks, e.g. right to work in the UK
- Salary requirements
- Safeguarding requirements
- School Workforce Census returns

Which data is collected?

The personal data the school will collect from the school workforce includes the following:

- Names
- Address
- Gender

- Date of Birth
- Contact details – telephone numbers
- National insurance numbers
- Ethnicity -
- Employment contracts
- Remuneration details
- Qualifications
- Absence information
- Disabilities
- Religion – not collected by the school
- Sexual Orientation -
- Nationality
- DBS number and issue date
- Teacher number- Teaching staff only
- Medical clearance from Occupational Health questionnaires

The collection of personal information will benefit both the DfE and LA by:

- Improving the management of workforce data across the sector.
- Enabling the development of a comprehensive picture of the workforce and how it is deployed.
- Informing the development of recruitment and retention policies.
- Allowing better financial modelling and planning.
- Enabling ethnicity and disability monitoring.
- Supporting the work of the school teachers' review body.

Will your personal data be sought from third parties?

Yes

Staff members' personal data is only sought from the data subject. No third parties will be contacted to obtain staff members' personal data without the data subject's consent.

Data obtained directly from third parties

Staff members' personal data may be obtained and processed from third parties where the law requires the school to do so, e.g. medical records from a GP. The categories of data obtained and processed from third parties include:

- Fit notes from GP stating the medical condition of absent staff members
- Occupational Health referrals feedback from medical teams
- Employment references from nominated referees
- DBS clearance
- Contractual information, pay grades and pension entitlement
- Maternity notes to cover maternity Leave- MAT B1

Where data is obtained from third parties, the personal data originates from the following sources:

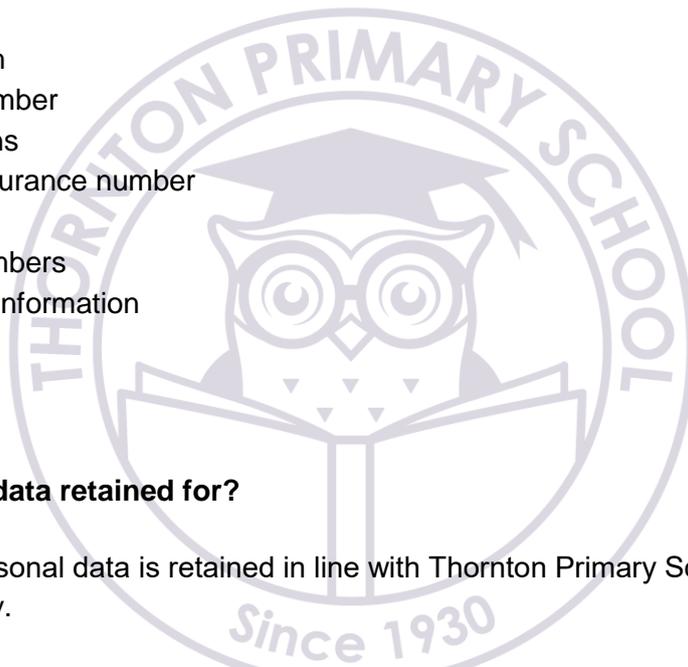
- Medical teams will provide medical notes to cover staff absence
- BCC Tempus.co.uk – Occupational Health assessments following a referral being made about staff absence
- Schools HR – Information relating to staff contracts, payroll and pensions
- MAT B1 forms from Midwives Team to confirm maternity leave entitlement
- Nominated referees for employment references

How is your information shared?

Thornton Primary School will not share your personal information with any third parties without your consent, unless the law allows us to do so.

We are required, by law, to pass on some personal information to our LA and the DfE. This includes the following:

- Name,
- Address
- Date of Birth
- Teacher number
- Qualifications
- National Insurance number
- Gender
- Contact numbers
- Next of Kin information
- Religion
- Disabilities
- Ethnicity



How long is your data retained for?

Staff members' personal data is retained in line with Thornton Primary School's Records Management Policy.

Personal information may be retained for the following periods depending on the nature of the information. Data will only be retained for as long as is necessary to fulfil the purposes for which it was processed, and will not be retained indefinitely.

If you require further information regarding retention of data, and the periods for which your personal data is held for, please download our [Records Management Policy](#).

What are your rights?

As the data subject, you have specific rights to the processing of your data.

You have a legal right to:

- Request access to the personal data that Thornton holds.
- Request that your personal data is amended.
- Request that your personal data is erased.

- Request that the processing of your data is restricted.

Where the processing of your data is based on your explicit consent, you have the right to withdraw this consent at any time. This will not affect any personal data that has been processed prior to withdrawing consent.

Staff members also have the right to lodge a complaint with the Information Commissioner's Office (ICO) in relation to how Thornton Primary School processes their personal data.

How can you find out more information?

If you require further information about how we and/or the DfE store and use your personal data, please visit our website, www.thornton.bham.sch.uk, the Gov.UK [website](#), or download our [GDPR Data Protection Policy](#) and [Records Management Policy](#).

Declaration

I, _____, (name of staff member) declare that I understand:

- Thornton Primary School has a legal and legitimate interest to collect and process my personal data in order to meet statutory and contractual requirements.
- There may be significant consequences if I fail to provide the personal data Thornton Primary School requires.
- Thornton Primary School may share my data with the DfE, and subsequently the LA.
- Thornton Primary School will not share my data to any other third parties without my consent, unless the law requires the school to do so.
- The nature and personal categories of this data, and where the personal data originates from, where my data is obtained from third parties.
- My data is retained in line with Thornton Primary School's Records Management Policy.
- My rights to the processing of my personal data.

Name of staff member:

Signature of staff member:

Date:
