



# Staff Privacy Notice

**Including Trustees and Governors (Appendix 1)**

This policy was approved by the Care Committee on the 25<sup>th</sup> January 2023

Adopted on the 26<sup>th</sup> January 2023

This policy will be reviewed on or before January 2025

**Contents**

- 1 Introduction ..... 3
- 2 What Information do we collect and use about staff? ..... 3
- 3 Why we collect and use this information ..... 4
- 4 The legal basis for using this information ..... 4
- 5 Storing your personal data ..... 5
- 6 Sharing your personal data ..... 5
- 7 Biometric Systems ..... 6
- 8 Transferring data internationally ..... 6
- 9 How long we keep your personal information ..... 6
- 10 Your rights to your personal data ..... 7
- 11 Who to contact: ..... 7
- Appendix 1 – Trustees and Governors Data ..... 8

## **1 Introduction**

- 1.1 The Denbigh Alliance is the data controller for information it uses and that used by its Schools and Academies:
- 1.2 To run the schools and help learning and achievement for our students, the Trust collects and uses information about members of staff. In this document the Trust is referred to as 'We' or 'Ours'. Members of staff are referred to as 'You' or 'Your'
- 1.3 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 (GDPR) and the Data Protection Act (2018).
- 1.4 This document tells you more about:
  - 1.4.1 The information we collect
  - 1.4.2 What we use the information for
  - 1.4.3 How your information is stored and how long we keep it
  - 1.4.4 What rights you have to the information

## **2 What Information do we collect and use about staff?**

- 2.1 We collect many different categories of information, for example:
  - Personal details
  - Contact details
  - Banking details
  - Taxation details
  - Pension details
  - Job application details
  - Selection and interview records
  - References received
  - Identity verification records
  - Performance assessment details
  - Information for improving performance
  - Annual leave records
  - Records of communications
  - Photographs of you or images on CCTV
  - Information to identify you in School
  - Records of transactions
  - Information about the use of School IT systems
  - Information about consultation with other professionals

2.2 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

2.3 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.

2.4 The schools also use CCTV cameras around the school site for security purposes and for the protection of staff and pupils. CCTV footage may be referred to during the course of disciplinary procedures (for staff or pupils) or to investigate other issues.

2.5 The schools record external telephone calls for training and monitoring purposes. Personal data referred to within such a call recording may be transcribed and/or referred to when supporting student learning, when supporting students' health/welfare (including their vital interests) or when resolving other issues.

### **3 Why we collect and use this information**

3.1 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 you to 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
- 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 Trust

### **4 The legal basis for using this information**

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

4.1.1 Informed consent given by you [Article 6(1)(a)] for example: The use of banking information in our payment service

4.1.2 To meet the terms of a contract for example: Recording the amount of annual leave you have taken

- 4.1.3 To meet a legal requirement [Article 6(1)(c) for example: Providing information to HMRC
- 4.1.4 To protect the vital interests of you or someone else [Article 6(1)(d)] for example: Giving your contact details to emergency services
- 4.1.5 Delivering a public task [Article 6(1)(b)] for example: Keeping records of meeting with parents
- 4.2 Where we use special category personal data, we process this under the following exemptions from Section 9 of GDPR:
  - 4.2.1 Explicit consent given by you [Article 9(2)(a)] for example: The use of biometric information to identify you for our catering system
  - 4.2.2 Information used in the field of employment [Article 9(2)(b)] for example: Using information about ethnic origin for equality monitoring purposes
  - 4.2.3 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
  - 4.2.4 For substantial public interest [Article 9(2)(g)] for example: Using information about your health to ensure a safe working environment

## **5 Storing your personal data**

- 5.1 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.
- 5.2 Some personal data is kept for different lengths of time:
  - 5.2.1 Your personnel file is for 6 years after the date you leave employment
  - 5.2.2 Annual appraisals are kept for the current year and then for 5 years
  - 5.2.3 Records of any accident you have at work are kept for 12 years after the incident
- 5.3 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.

## **6 Sharing your personal data**

- 6.1 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.

6.2 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
- Milton Keynes Council
- HMRC
- The Department for Education
- Healthcare, social and welfare organisations
- Police forces and Courts
- Voluntary and charitable organisations
- Our suppliers and service providers

6.3 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.

## **7 Biometric Systems**

7.1 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.

7.2 The school will ensure that where consent is refused or withdrawn, there is an alternative solution which does not require the obtaining or processing of biometric data. This will ensure that the consent is freely given and that no pressure is placed on the individual to consent in order to take part in the Trust's processes.

## **8 Transferring data internationally**

8.1 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.

## **9 How long we keep your personal information**

9.1 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.

## 10 Your rights to your personal data

- 10.1 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.
- 10.2 You have the right to be informed: If you ask us, we must tell you if we are collecting or using your personal data.
- 10.3 If we are collecting or using your personal data, you have the right of access to your personal data;
- 10.3.1 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.
- 10.3.2 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.
- 10.3.3 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.
- 10.3.4 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 the 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.
- 10.4 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.

## 11 Who to contact:

The Trust 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.

Schools are required to have someone called a Data Protection Officer or DPO. The DPO advises the Trust 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: Shannon Webb

Email address: webbs@thedenbighalliance.org.uk

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.

## Appendix 1 – Trustees and Governors Data

### What Information do we collect and use about Trustee/Governors?

Personal data that we may collect, use, store and share (when appropriate) about members/trustees/governors includes, but is not restricted to:

- Current and previous contact details – title, name(s), address(es), email address, telephone contact details
- Current governance positions (type of role appointed to, any positions held on an academy board and term of office)
- Previous governance positions (type of role appointed to, any positions held on an academy board, terms of office served and reasons for resignations/suspensions)
- Training records (of attendance at organised/commissioned training events)
- DBS details
- Signed Code of Conduct, Declaration of Eligibility and Register of Pecuniary Interest forms
- Information provided by individuals as part of an application form to facilitate the appointment procedure including any references that may be taken

We may also collect, store and use information about you that falls into “special categories” of more sensitive personal data. This may include information about (where applicable):

- Disability and access requirements
- CCTV images captured whilst on the school site

### Why we collect and use this information

We use this data to:

- Establish and maintain effective governance
- Comply with the law
- Comply with the statutory requirements for recording governance within the Academies Financial Handbook, Funding Agreement, Articles of Association and Get Information About Schools on the DfE database. This includes recording name, term of office dates, attendance at meetings which is also published on the Trust and/or academy website
- In order to respond to investigations from our regulators or to respond to complaints raised by our stakeholders
- Populate the National Governor Database (Department for Education) in accordance with statutory regulations
- Provide appropriate statutory advice and guidance



- Circulate information to the governing board to enable them to undertake their role and functions
- Deliver governor advice, guidance, information and training

### **The legal basis for using this information**

We only collect and use member/trustee/governors' personal data when the law allows us to. Most commonly, we process it where:

- We need to comply with a legal obligation (see above)
- We provide governor advice, guidance, information and training

### **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 staff, pupils and visitors. CCTV footage involving governors and volunteers will only be processed to the extent that it is lawful to do so.

### **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.

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.

### **Sharing your personal data**

We do not share information about members/trustees/governors outside of the Trust with any third party without consent unless the law and other valid obligations require us to do so.

Where it is legally required or necessary (and it complies with data protection law) we may share personal information about members/trustees/governors with:

- Other academies within the Trust where appropriate
- Our local authority, to meet our legal obligations to share certain information with, such as details of governors
- The Department for Education
- Appropriate regulators i.e., Ofsted, Regional Schools' Commissioner
- Suppliers and service providers – to enable them to provide the service we have contracted them for, such as governor/trustee support