

**PRIVACY NOTICE STAFF**

**Who Will Own My Data Once I Submit It?**

Farndon Primary School

**Why Do You Need My Information?**

We process personal data relating to those we employ in order to administer payroll, pensions, training and appraisal, monitor equal opportunities and manage your access to various services such as IT and buildings. This is for employment purposes to assist in the running of the school.

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

* Personal information (such as name, address, NI number, date of birth, contact details)
* Characteristics (such as ethnicity, nationality, country of birth)
* Qualifications
* Work related information (including employment contracts, interview and recruitment records, pre-employment vetting, remuneration details, salary details, absence information, professional development, appraisal assessment, accidents at work, disciplinary, grievances, appraisal, accidents at work, timesheets, maternity information, retirement and termination of employment information)

Why we need the information, the purpose for collecting it and what it is used for:-

* Pre-employment checks and the verification of right to work in the UK as part of the recruitment process
* Personal information for administering and maintaining staff records
* Qualifications (where necessary) to verify eligibility to work in that role
* Work related information to maintain staff personal files

**What Allows You To Use My Information?**

We collect and process employee information as part of our contract with employees under both the Data Protection Act and Article 6, part (b) of the General Data Protection Regulation.

The submission of the school workforce census return, including a set of individual staff records, is a statutory requirement on schools and local authorities by virtue of regulations made under sections [113 and 114 of the Education Act 2005](https://www.legislation.gov.uk/ukpga/2005/18/section/113). This means that:

* although schools and local authorities must meet their obligations to data subjects under the Data Protection Act, they do not need to obtain consent for the provision of information from individual members of the workforce
* schools and local authorities are protected from any legal challenge that they are breaching a duty of confidence to staff members
* schools and local authorities must complete a return.

Under the [Regulation of Investigatory Powers Act 2000](http://www.legislation.gov.uk/ukpga/2000/23/contents), [Computer Misuse Act 1990](https://www.legislation.gov.uk/ukpga/1990/18/contents) and [The Telecommunications (Lawful Business Practice) (Interception of Communications) Regulations 2000](http://www.legislation.gov.uk/uksi/2000/2699/contents/made), we also have the right to monitor the use of computer and telephone facilities for purposes such as preventing and detecting criminal acts, investigating unauthorised use, making sure that policies are being followed and for training and quality control.

**Who Will My Information Be Shared With?**

We are required, by law, to pass on some of this personal data to:

* our local authority
* the Department for Education (DfE).

For more information about the department’s data sharing process, please visit the Department of Education’s website.

**Do I Have To Provide This Information And What Will Happen If I Don’t?**

When employed by the school, your information is required in order to fulfil your contractual obligations.

**How Long Will You Keep This Data For And Why?**

The length of time we keep various forms of data is outlined in our Data Retention Policy, using the guidance laid out by the Local Authority (published on the 22nd May 2018).

**How Will My Information Be Stored?**

* SIMS School Information Management System (CAPITA)
* Staff record folders (filed and stored securely)
* Electronically on main admin PC (Password protected)
* Teacher 2 Parents (School to staff communication tool)

**What Rights Do I Have When It Comes To My Data?**

Under the Data Protection Act and General Data Protection Regulation you have the right to request access to the information that we hold about you.

To make a request for your personal information contact Mr A Walker – the School’s Data Controller: Headteacher at Farndon Primary School, Churton Road, Farndon, and Chester. Further details can be found in the Data Protection Policy.

You also have the right to:

* 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.

**Who Can I Complain To If I Am Unhappy About How My Data Is Used?**

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.

* Name: Andrew Walker (School Data Controller)
* Email: head@farndon.cheshire.sch.uk
* By post: Data Protection Officer, Farndon Primary School, Churton Road, Farndon, Chester CH3 6QP

You also have the right to complain to the Information Commissioner’s Office using the following details:

* [Information Commissioner's Office (ICO) website](https://ico.org.uk/)
* By post: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF
* Telephone: 08456 30 60 60 or 01625 54 57 45’s

**Will This Information Be Used To Take Automated Decisions About Me**?

No

**Will My Data Be Transferred Abroad and Why?**

No