

## Privacy Notice for Staff – How we use your information

2023/24

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### Who are we?

**Paddox Primary School** is the 'data controller'. This means we are responsible for how your personal information is processed and for what purposes.

**Paddox Primary School** is registered as the Data Controller with the Information Commissioner's Office (ICO); Registration Number: **Z6068398**

You can contact the school as the Data Controller in writing at:

**Paddox Primary School, Fareham Avenue, Rugby CV22 5HS** or **admin2625@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
- performance related pay and appraisal

### 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

### **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)
- Federated Schools

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

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](mailto: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 **05/06/2024**.

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

<b>Information Type</b>	<b>Relevant legislation</b>	<b>Special Category – additional lawful reason</b>	<b>Third Parties with whom we share the information</b>	<b>Lawful reason for sharing</b>
Staff full name	Education Act 2005, section 114	n/a	Local Authority Department of Education School to which Staff has transferred	Legal obligation
			School Money online payment system NFER Twinkl Classroom Secrets Teachers2Parents text messaging system Micro Librarian Library system Warwickshire School Health & Wellbeing Service (provided by Compass) Occupational Health Provider	Consent of the individual to whom that information 'belongs'
			Assessment system Other local schools eg for sports events	Performance of a public task
Gender	Education Act 2005, section 114	n/a	Local Authority Department of Education School to which Staff has transferred	Legal obligation
			School Money online payment system	Consent of the individual to whom that information 'belongs'

Date of Birth	Education Act 2005, section 114	n/a	Local Authority Department of Education School to which Staff has transferred	Legal obligation
			School Money online payment system Warwickshire School Health & Wellbeing Service (provided by Compass)	Consent of the individual to whom that information 'belongs'
			Assessment system	Performance of a public task
Home address	Education Act 2005, section 114	n/a	Local Authority Department of Education School to which Staff has transferred	Legal obligation
			School Money online payment system Warwickshire School Health & Wellbeing Service (provided by Compass)	Consent of the individual to whom that information 'belongs'
First Language	Education Act 2005, section 114	n/a	Local Authority Department of Education School to which Staff has transferred	Legal obligation
Ethnicity	Education Act 2005, section 114	Consent??	Local Authority Department of Education School to which Staff has transferred	Legal obligation
				Consent of the individual to whom that information 'belongs'
National Identity, Country of Birth, Nationality	Education Act 2005, section 114		Local Authority Department of Education School to which Staff has transferred	Legal obligation
Proof of Eligibility to Work In the UK				
Start date of employment at school	Education Act 2005, section 114	n/a	Local Authority Department of Education School to which Staff has transferred	Legal obligation
				Consent of the individual to whom that information 'belongs'
Previous Local	Education Act 2005,	n/a	Local Authority	Legal obligation

Authority service-name and address	section 114		Department of Education School to which Staff has transferred	
Teacher Number	Education Act 2005, section 114		Local Authority Department of Education School to which Staff has transferred	
National Insurance number	Education Act 2005, section 114		Local Authority Department of Education School to which Staff has transferred	
National curriculum year group	Education Act 2005, section 114	n/a	Local Authority Department of Education School to which Staff has transferred	Legal obligation
			School Money online payment system Teachers2Parents text messaging system	Consent of the individual to whom that information 'belongs'
			Assessment system	Performance of a public task
Unique Staff number (HRMS)	Education Act 2005, section 114	n/a	Local Authority Department of Education School to which Staff has transferred	Legal obligation
Proficiency in English	Education Act 1996 Section 537A	n/a	Local Authority Department of Education School to which Staff has transferred	Legal obligation
Special Educational Needs status, start date, details of needs and provision		n/a	Local Authority Department of Education	Legal obligation
Staff name on Pupil Annual Reports		n/a	School to which pupil has transferred	Legal obligation
Attendance records including whether absence was authorised/ unauthorised and		n/a	Local Authority Department of Education	Legal obligation

reason for absence				
Next of kin names and addresses		n/a	Local Authority Department of Education School to which Staff has transferred Warwickshire School Health & Wellbeing Service (provided by Compass)	Legal obligation
Next of kin telephone number (if Staff usually resides with them)		n/a	Local Authority Department of Education School to which Staff has transferred	Legal obligation
Staff assessment and appraisal data	Education Act 2005, section 114		assessment system School Governors	Performance of a public task



**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
Full Name	Necessary for carrying out obligations and exercising specific rights in relation to employment and social security and social protection law	Department for Education	Barred list check and addition to Employers Area of Secure Access
Date of Birth	Necessary for carrying out obligations and exercising specific rights in relation to employment and social security and social protection law	Department for Education	Barred list check and addition to Employers Area of Secure Access
Teacher reference number	Necessary for carrying out obligations and exercising specific rights in relation to employment and social security and social protection law	Department for Education	Barred list check and addition to Employers Area of Secure Access
Medical Information	Necessary to protect vital interests of the data subject or another person where the data subject is physically or legally incapable of giving consent'	Medical staff paramedics/ambulance i.e.	Vital Interest
Religious belief	Necessary to protect vital interests of the data subject or another person where the data subject is physically or legally incapable of giving consent'	Medical staff paramedics/ambulance i.e.	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
Full Name	Necessary for carrying out obligations and exercising specific rights in relation to employment and social security and social protection law	DBS Checking Service	Enhanced DBS checks for the purpose of safeguarding
Date of Birth	Necessary for carrying out obligations and exercising specific rights in relation to employment and social security and social protection law	DBS Checking Service	Barred list check and addition to Employers Area of Secure Access
Drivers licence number	Necessary for carrying out obligations and exercising specific rights in relation to employment and social security and social protection law	DBS Checking Service	Enhanced DBS checks for the purpose of safeguarding
Passport Number	Necessary for carrying out obligations and exercising specific rights in relation to employment and social security and social protection law	DBS Checking Service	Barred list check and addition to Employers Area of Secure Access
Address	Necessary for carrying out obligations and exercising specific rights in relation to employment and social security and social protection law	DBS Checking Service	Barred list check and addition to Employers Area of Secure Access
Bank Account Details	Necessary for carrying out obligations and exercising specific rights in relation to employment and social security and social protection law	Local Authority	Payment of salary and additional expenses/benefits
Email addresses	For contact to receive payslips	Local Authority	Payment of salary and additional expenses/benefits

**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
Work Email address		All parents and pupils	Performance of public task

**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