

Privacy Notice for Staff 2024 / 25 – How we use your information

Who are we?

Grace Academy Darlaston is the 'data controller'. This means we are responsible for how your personal information is processed and for what purposes.

Grace Academy Darlaston is registered as the Data Controller with the Information Commissioner's Office (ICO) under Tove Learning Trust; Registration Number: Z7119841.

You can contact Grace Academy Darlaston as the Data Controller at enquiries@darlaston.graceacademy.org.uk.

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, trade union membership, and the processing of biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sexual orientation or gender identification or any other protected characteristic.

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, gender, age, employee or teacher number and national insurance number
- special categories of data including characteristics information such as , ethnic group, trade union membership details, health information
- contract information such as start dates, hours worked, post, roles, bank details, and salary information
- work absence information such as number of absences and reasons
- qualifications and, where relevant, subjects taught
- Performance information, outcomes of any capability, disciplinary or grievance procedures.
- Copies of your right to work documents, including documents used to verify your identity.
- We may also collect, use, store, and share (when appropriate) information about criminal convictions and offences

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
- Facilitate safe recruitment, as part of our safeguarding obligations towards pupils
- Support effective performance management
- Allow better financial modelling and planning
- Enable equalities monitoring
- Improve the management of workforce data across the sector
- Support the work of the School Teachers' Review Body
- To fulfil our statutory obligations

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 Regulations, 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/Academy Trust 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/Academy Trust 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 Table 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)
- Where appropriate, parents, carers and pupils.

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.

Data Collection Requirements:

The Department for Education (DfE) collects personal data from educational settings and local authorities via various statutory data collections

We are required to share information about our school employees with the (DfE) under section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments.

To find out about the data collection requirements placed on us by the Department for Education including the data that we share with them, please go to <https://www.gov.uk/education/data-collection-and-censuses-for-schools>

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. Grace Academy Darlaston 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 Grace Academy Darlaston complies with the Retention Schedules provided by the Information Record Management Society. The schedules set out the Statutory Provisions under which the Academy Trust 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 of the UK, we will do so in accordance with data protection legislation.

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:

- In certain circumstances, 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
- to request the deletion or removal of personal data where there is no compelling reason for its continued processing
- to restrict our processing of your personal data (i.e. permitting its storage but no further processing)
- 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/>

Data Tables:

The table below set out the types of processing carried out by the school/Academy Trust and lawful reasons for doing so.

The link to the Privacy Notices of these third parties details how they use the data they collect. They will also have an agreement with the school that they will comply with the GDPR regulations when using the data of our staff.

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 name, address, employment history, alleged incident details, evidence and/or CCTV footage.	UK Law	To assist with police incident investigations	Police	Legal Obligation
Staff information, including personal details, N.I number, DBS checks, qualifications, verification of right to work in the U.K	Education Act 2005, Section 114 and accompanying regulations	Necessary for reasons of substantial public interest.	Secretary of State, Local Authority, Disclosure & Barring Service	Legal Obligation
School workforce Census including staff personal details	Education Act 2005, Section 114 and accompanying regulations	Necessary for reasons of substantial public interest.	Department of Education	Legal Obligation
School workforce Census – Staff Ethnicity	Education Act 2005, Section 114 and accompanying regulations	Necessary for reasons of substantial public interest.	Department of Education	Legal Obligation
Accident Records	Reporting of Injuries, Diseases & Dangerous Occurrences Regulations 2013 (RIDDOR)	Necessary for reasons of substantial public interest.	Health & Safety Executive, and Local Authority Health & Safety team (where necessary)	Legal Obligation
Individual Staff Health & Safety Risk Assessments and Personal Emergency Evacuation Plans (PEEP)	Health and Safety at Work etc Act 1974 and accompanying legislation	Necessary for reasons of substantial public interest.	Not shared externally	
Qualifying Complaint Information	Education Act 2005, Section 11B	Necessary for reasons of substantial public interest.	Chief Inspector	Legal Obligation
Verification of	Immigration, Asylum and	Necessary for	Local Authority,	Legal

Right to work in the U.K (Single Central Record)	Nationality Act 2006, Section 15	reasons of substantial public interest.	Ofsted	Obligation
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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 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 OR Necessary for preventative/ occupational medicine	Medical staff i.e. paramedics/ambulance Responsible/First aid trained staff on residential trips	Vital Interest
Staff Dietary Requirements (food allergies)	Necessary for preventative/ occupational medicine	Medical staff i.e. paramedics/ambulance	Vital Interest
Medical Conditions & Staff Emergency Contact Details	Necessary for preventative/ occupational medicine	Medical staff i.e. paramedics/ambulance Responsible/First aid trained staff on residential trips	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 i.e. paramedics/ambulance	Vital Interest

Table 3 - Personal information we are required to process with the consent of the individual to whom that information 'belongs' - Please note, you have the right to withdraw your consent for us to process your data in this way at any time.

Information Type	Third Parties with whom we share the information	Lawful reason for sharing
Photographs	Local Press/Media, Staff Medical Noticeboard, Parents & Community (Newsletter, School Website, social media platforms, Annual Prospectus, Internal school displays, staff photo board).	Consent
Staff Email address and school contact number	Parents, and other members of staff	Public Task

Table 4 - Personal information we are required to process because it is necessary to do so in order to perform a public task. You have the right to object or restrict processing that is carried out for the purposes of Public Task – However, please note that this is not an absolute right and would only apply in certain circumstances.

Information Type	Special Category - additional lawful reason	Third Parties with whom we share the information	Lawful reason for sharing
Attendance Records at staff meetings and staff training	Necessary for reasons of substantial public interest	Not shared externally	Public Task
Staff personal characteristics i.e Religion/Gender/Ethnicity	Necessary for reasons of substantial public interest	Local Authority – Confidential Recruitment Monitoring, Diocesan Education Service annual census	Public Task & Statistical Purposes
Medical Conditions (including allergies)	Necessary for preventive or occupational medicine.	Medical staff i.e. paramedics/ambulance,	Vital Interests
Information relating to Trade Union Membership where there is industrial action that may impact the function of the school including class and/or school closures.	Article 9 (2) (b) Employment and social security and social protection law	Parents, Governors and other members of staff	Public Task
Best Practise Network	Staff name, email address, qualifications, job title	Provide appropriate training and development resources	https://www.bestpracticenet.co.uk/privacy-notice#:~:text=Our%20privacy%20promise&text=To%20comply%20with%20the%20law,be%20able%20to%20do%20so.
Carousel Learning	Staff name, email address, qualifications, job title	Provide appropriate training and development resources	https://www.carousel-learning.com/privacy-policy
SCITT Barr Beacon	Staff name, email address, qualifications, job title, coursework, marks	Provide appropriate training and development resources	https://bbscitt.co.uk/
Wolverhampton Uni	Staff name, email address, qualifications, job title, coursework,	Provide appropriate training and development resources	https://www.wlv.ac.uk/about-us/governance/legal-information/corporate-compliance/data-protection/enquiry-and-

	marks		website-request-privacy-notice/
Birmingham Uni	Staff name, email address, qualifications, job title, coursework, marks	Provide appropriate training and development resources	https://www.birmingham.ac.uk/privacy
Manor Teaching Hub	Staff name, email address, qualifications, job title, coursework, marks	Provide appropriate training and development resources	https://manorteachingschoolhub.com/wp-content/uploads/2021/05/Manor-Teaching-School-Website-Privacy-Policy.pdf
Teachfirst	Staff name, email address, qualifications, job title, coursework, marks	Provide appropriate training and development resources	https://www.teachfirst.org.uk/privacy-policy
Ambition Institute	Staff name, email address, qualifications, job title, coursework, marks	Provide appropriate training and development resources	https://www.ambition.org.uk/cookies/

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	Third Parties with whom we share the information	Lawful reason for sharing
Recruitment Information – Application forms, interview notes, Medical questionnaires &	Local Authority & Ofsted	Public Task / Legal Obligation

references		
Absence Records (including number of absences, reasons for absence & self-certifications forms)	Local Authority – HR & Payroll Team	Public Task
Disciplinary action taken	Local Authority – HR advisory team where relevant	Public Task
Grievances	Local Authority – HR advisory team where relevant	Public Task
Staff Information i.e name D.O.B, address, contact details, Emergency contact details	Department of Education – school workforce census.	Legal Obligation
P45 Forms	Local Authority – HR & Payroll team	Public Task
Consent Forms i.e UK GDPR, Policy Agreement	Not shared externally	
Staff personal bank details	Local Authority requirement for Payroll System	Contract
Appraisal Records, appraisal notes, feedback from colleagues, objectives, updated job descriptions, pay & promotion recommendations	Not shared externally	Public Task
Staff information, including personal details, N.I number, DBS, Address, Phone number.	Secretary of State, Local Authority, Disclosure & Barring Service,	Legal Obligation

Table 6

The table below set out the types of processing carried out by the school/Academy Trust and lawful reasons for doing so.

The link to the Privacy Notices of these third parties details how they use the data they collect. They will also have an agreement with the school that they will comply with the GDPR regulations when using the data of our staff.

Who	What	Why	Privacy Notice Link
Biostore	Name, staff ID number, Biometric data from fingerprint	Admin of the Cashless Catering System	https://www.iris.co.uk/privacy-policy/
Bromcom	Personal details, Contacts, Timetable, Attendance, Lesson	Provide functionality of Bromcom Management Information System	https://bromcom.com/privacy
EPM	Staff data, bank details, qualifications and contractual information	Provision of contractual information and processing payroll	https://www.epm.co.uk/cookie-and-privacypolicy/
MHR iTrent	Staff data, bank details, qualifications and contractual information	Provision of contractual information and processing payroll	https://mhrglobal.com/uk/en/privacy-policy
WMPF	Support staff contact information, employment information salary information	Pension provision	https://www.wmpfonline.com/privacynotice
TPS	Teaching staff contact information, employment information	Pension provision	https://www.teacherspensions.co.uk/public/privacy.aspx
HMRC	Staff contact information and	Taxation purposes	https://www.gov.uk/government/publications/data-protection-act-dpa-information-hm-revenue-and-customs-hold-about-you/

	salary information		
BHSF	Staff contact information, place of work, job title	Occupational health provider, pre-employment medical questionnaire	https://www.bhsf.co.uk/privacy/
Lloyds Bank	Name and Bank details	To make BACs payments to staff	https://www.lloydsbank.com/privacy.asp
NHS	Names, DOB, address, NHS number, Characteristic information	For covid testing and registration	https://www.england.nhs.uk/contact-us/privacy-notice/
SAM learning	Necessary information pulled from SIMS	For absence management	https://www.samlearning.com/privacy-policy-gdpr/
Bluesky	Name, subject, appraisal targets and actions, evidence	For performance appraisal	https://blueskyeducation.co.uk/privacy/
Smoothwall Monitor	Monitors websites accessed, attempted access and key strokes entered	Online activity monitoring for safeguarding purposes	https://www.familyzone.com/anz/legal
UCAS	Name, academy email	Student statement submission	https://www.ucas.com/about-us/policies/privacy-policies-and-declarations/ucas-privacy-policy
National Online Safety/National College	Name, work email, training test results	Staff training platform	https://nationalcollege.com/privacy
Society for Education and Training	Name, work email, training test results	Staff training platform	https://www.et-foundation.co.uk/terms-of-usage/privacy-cookie-policy/?_gl=1*9ci52a*_ga*MzE0NjYxODcuMTY4NTEwNDQzMg..*_ga_6F0PEMWK3W*MTY4NTEwNDQzMj4xLjEuMTY4NTEwNDQ4MS4xMS4wLjA.
Evolve	Name, academy email, phone number,	Trip co-ordination software	https://edufocus.co.uk/pages/evolve/gdpr.asp

	medical data, DOB		
CPOMS Staff Safe	Name, address, phone number, DOB, DBS check outcomes, overseas check outcome	Staff safeguarding software	https://www.cpoms.co.uk/privacy/
Department for Education	Name, academy email, teacher number	QTS register	https://www.gov.uk/government/organisations/department-for-education/about/personal-information-charter#dfeprivacy-notice
EdExcel	Name, academy email, role	Exam boards	https://qualifications.pearson.com/en/privacy-policy.html
UCAS	Name, academy email, role	Exam boards	https://www.ucas.com/about-us/policies/privacy-policies-and-declarations/ucas-privacy-policy
AQA	Name, academy email, role	Exam boards	https://www.aqa.org.uk/about-us/privacy-notice
OCR	Name, academy email, role	Exam boards	https://www.ocr.org.uk/about/our-policies/website-policies/privacy-policy/
Pearson	Name, academy email, role	Exam boards	https://qualifications.pearson.com/en/privacy-policy.html
WJEC	Name, academy email, role	Exam boards	https://www.wjec.co.uk/home/privacy-policy/
The Exams Office	Name, academy email, role	Exam boards	https://www.theexamsoffice.org/data-protection-and-privacy-policy/
Twinkl	Staff name, academy email	Learning Resource	https://www.twinkl.co.uk/security
Teachfirst	Name, address, DOB, qualifications academy email, teacher number, progress data	Teacher training provider	https://www.teachfirst.org.uk/privacy-policy

SCITT	Name, address, DOB, qualifications academy email, teacher number, progress data	Teacher training provider	https://bbscitt.co.uk/teaching-internships/
Ambition Institute	Name, address, DOB, qualifications academy email, teacher number, progress data	Teacher training provider	https://www.ambition.org.uk/cookies/

Review

The content of this Privacy Notice will be reviewed: June 2025