

The Brooke Weston Trust (the Trust) is the data controller for the personal data it uses and that used by its Academies.

This document tells you more about:

- The information we collect
- What we use the information for
- How your information is stored and how long we keep it
- What rights you have to the information

Privacy Notice: How we use staff information

Why do we collect and use staff information?

We process personal data relating to those we employ to work at, or otherwise engage to work at our schools. This is for employment purposes, to assist in the running of the school and to enable individuals to be paid. We collect and use staff information to comply with our legal obligations under the following acts of Parliament:

- Employment Rights Act 1996
- The Equality Act 2010
- Safeguarding Vulnerable Groups Act 2006

We use the staff data:

- To meet our safeguarding obligations
- To enable the development of a comprehensive picture of the workforce and how it is deployed
- To inform the development of recruitment and retention policies
- To allow better financial modelling and planning
- To enable ethnicity and disability monitoring
- For processing the payroll

We also use a small subset of staff data to operate the following systems for the benefit of staff:

- Cashless catering systems
- Library management systems

Categories of staff information that we collect, hold and share include:

- Personal information (such as name and address)
- Characteristics (such as gender, ethnicity, language, nationality and country of birth)
- Work absence information (such as absences and reasons)
- Qualifications (and where relevant subjects taught)
- Contract information (such as start date, hours worked, post, roles and salary)
- Relevant medical information (such as disability)
- Payroll information (such as bank details, National Insurance number, pension details and salary)
- DBS (Disclosure and Barring Service) Status
- Photographs and Videos
- CCTV

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 data protection legislation, we will inform you whether you are required to provide certain personal information to us, or if you have a choice in this. Our obligation to maintain the accuracy of personal data can only be met with your help. Please, as soon as possible, inform the Trust of any changes in address, telephone number, email address (if you have provided this) or other changes that affect either our ability to contact you or other family members you have designated as contacts or our ability to maintain our duty of care (e.g. medical conditions).

Storing staff data

We hold staff personnel files for 6 years from termination of employment as required by the legislation listed above. Other information related to for example: appraisal, disciplinary matters, pension etc. is held for varying periods as required by separate statutes. Further information is available by contacting the Trust Data Protection Officer as detailed below. Limited staff data used for complimentary systems and services is removed when the staff member no longer requires or makes use of that service or at the point that the staff member leaves the school.

Who do we share staff information with?

We routinely share information with:

- The Department for Education (DfE)
- The Local Authority (Designated Officer) when responding to any concerns or investigation involving an adult working with children where there is an allegation of harm
- The Trust's Human Resources Provider – Education Personnel Management
- Third-party processors who provide services to the school

The lawful basis on which we use this information

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

- Informed consent given by you [Article 6(1)(a)]
- To meet the terms of a contract

For example: Recording the amount of leave you have taken

- To meet a legal requirement [Article 6(1)(c)]

For example: Providing information to HMRC

- To protect the vital interests of you or someone else [Article 6(1)(d)]

For example: Providing your contact details to emergency services

- Delivering a public task [Article 6(1)(b)]

For example: Keeping records of any meetings with parents

Where we use special category personal data we process this under the following exemptions from Section 9 of GDPR:

- Explicit consent given by you [Article 9(2)(a)]
- Information used in the field of employment [Article 9(2)(b)]

For example: Using information about ethnic origin for equality monitoring purposes

- 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

- For substantial public interest [Article 9(2)(g)]

For example: Using information about your health to ensure a safe working environment

Your rights

Under data protection legislation, data subjects have the right to request access to information about them that we hold. To make a request for your personal information contact the Trust Data Protection Officer on the details below. You also have the right to:

- Object to processing of personal data that is likely to cause, or is causing, damage or distress
- To restrict processing.
- 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

- Data Portability
- The right to withdraw consent.

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 Protection Officer (DPO)

The DPO is responsible for ensuring compliance with the Data Protection Legislation. The DPO is also the central point of contact for all data subjects and others in relation to matters of data protection. As allowed for by law Brooke Weston Trust employs a third-party service provider to act in this role.

The current provider is:

Data Protection Education

1 Saltmore Farm
New Inn Road
Hinxworth
Baldock
SG7 5EZ

Named contact: Data Protection Education
Telephone: 0800 0862018
Email: dpo@dataprotection.education

Questions?

Brooke Weston Trust is the Data Controller for all member schools. If you would like to discuss anything in this privacy notice, please contact the Trust Data Protection Officer using the details above.

COVID-19 and public health

Data collected for the purposes of public health (including visitor contact data for COVID-19) will be kept as long as required. Contact data for visitors will be kept for 21 days after the most recent visit, with information on visitors kept as per standard retention requirements. Public Health data may be shared with third-parties as required including, but not limited to:

- National Health Service (including NHS Test and Trace)
- Public Health England
- Other local health authorities

Data collected and processed for public health purposes is done so under GDPR [Article 9\(2\)\(i\)](#) which states: (in part) "processing is necessary for reasons of [public interest](#) in the area of public health, such as protecting against serious cross-border threats to health..." and [Recital 54](#) which includes: "The processing of special categories of personal data may be necessary for reasons of public interest in the areas of public health without consent of the data subject."

