

PRIVACY NOTICE

STAFF



Introduction

Under data protection law, individuals have a right to be informed about how the Active Learning Trust and its schools use personal data that we hold about them. We comply with this right by providing privacy notices to individuals where we are processing their personal data.

This privacy notice explains how we collect, store and use personal data about individuals we employ, or otherwise engage, to work at our school.

The Active Learning Trust (the Trust) are the data controller for the purposes of data protection law.

Our Data Protection Officer (DPO) is Data Protection Education Ltd.

The personal data we hold:

Personal data that we may collect is essential for the school to fulfil its official functions and meet legal requirements. Personal data that the Trust and its schools may use, store and share (where appropriate) about pupils includes, but is not restricted to:

- Full name, date of birth, marital status and gender
- Address and contact details
- Next of kin and emergency contact numbers
- Salary, annual leave, pension and benefits information
- Bank account details, payroll records, National Insurance number and tax status information
- Recruitment information, including copies of right to work documentation, references and other information included in a CV or cover letter or as part of the application process
- Qualifications and employment records, including work history, job titles, working hours, training records and professional memberships
- Performance information
- Outcomes of any disciplinary and/or grievance procedures
- Absence data
- Copy of driving licence
- Photographs
- CCTV footage
- Data about your use of the school's information and communications system

We may also collect, store and use information about you that falls into "Special Categories" of more sensitive personal data. This includes information about (where applicable):

- Race, ethnicity, religious beliefs, sexual orientation and political opinions
- Trade union membership
- Health, including any medical conditions, and sickness records

Why we use this data:

The purpose of processing this data is to help us run the school, including to:

- Enable you to be paid
- Facilitate safe recruitment, as part of our safeguarding obligations towards pupils
- Support effective performance management
- Inform our recruitment and retention policies
- Allow better financial modelling and planning
- Enable ethnicity and disability monitoring
- Improve the management of workforce data across the sector
- Support the work of the School Teachers' Review Body

Our legal basis for using this data:

We only collect and use personal information about you when the law allows us to. Most commonly, we use it where we need to:

- Fulfil a contract we have entered into with you
- Comply with a legal obligation
- Carry out a task in the public interest

Less commonly, we may also process pupils' personal data in situations where:

- We have obtained consent to use it in a certain way
- We need to protect the individual's vital interests (or someone else's interests)

Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent and explain how you go about withdrawing consent if you wish to do so.

Some of the reasons listed above for collecting and using pupils' personal data overlap, and there may be several grounds which justify our use of this data.

Our basis for using Special Category data:

For 'Special Category' data, we only collect and use it when we have both a lawful basis, as set out above, and one of the following conditions for processing as set out in data protection law:

- We have obtained explicit consent to use the special category personal data in a certain way

- We need to perform or exercise an obligation or right in relation to employment, social security or social protection law
- We need to protect an individual's vital interests (i.e. protect a child's life or someone else's life), in situations where they are physically or legally incapable of giving consent
- The data concerned has already been made manifestly public by the data subject
- We need to process it for the establishment, exercise or defence of legal claims
- We need to process it for reasons of substantial public interest as defined in legislation
- We need to process it for health or social care purposes, and the processing is done by, or under the direction of, a health or social work professional or by any other person obliged to confidentiality under law
- We need to process it for archiving purposes, scientific or historical research purposes, or for statistical purposes, and the processing is in the public interest

For criminal offence data, we will only collect and use it when we have both a lawful basis, as set out above, and one of the following conditions for processing as set out in data protection law. Conditions include:

- We have obtained consent to use it in a specific way
- We need to protect an individual's vital interests (i.e. protect a child's life or someone else's life), in situations where they are physically or legally incapable of giving consent
- The data concerned has already been made manifestly public by the data subject
- We need to process it for, or in connection with, legal proceedings, to obtain legal advice, or for the establishment, exercise or defence of legal rights
- We need to process it for reasons of substantial public interest as defined in legislation

Collecting this information:

We collect and generate pupil information in a variety of ways, including, but not limited to:

- Registration and applications forms
- MIS data collection
- Via Common Transfer File or secure file transfer from a previous school
- In the process of carrying out our duties in the public interest

While the majority of information we collect about pupils is mandatory, there is some information that can be provided voluntarily.

Whenever we seek to collect information from a pupil or their parent / carer, we make it clear whether providing it is mandatory or optional. If it is mandatory, we will explain the possible consequences of not complying.

How we store this data:

We keep personal information about pupils while they are attending our schools. We may also keep it beyond their attendance at our schools if this is necessary in order to comply with our legal obligations. We keep personal data according to the retention schedule set out in the [Information and Record Management Society's Toolkit for Academies](#).

Data sharing:

We do not share information about you with any third party without consent unless the law and our policies allow us to do so.

Where it is legally required, or necessary (and it complies with data protection law) we may share personal information about pupils with:

- **Our Local Authority** – to meet our legal obligations to share certain information with it, such as safeguarding concerns and information about headteacher performance and staff dismissals
- **The Department for Education** – to meet our legal obligations to share certain information with it
- **Your family and representatives** – to fulfil our contractual obligations
- **Educators and examining bodies** – to fulfil our public task
- **Our regular Ofsted** – to meet our legal obligations and fulfil our public task
- **Suppliers and services providers** – to enable them to provide the service we have contracted them for, such as payroll
- **Our Auditors** – to meet our legal obligations to share information with them
- **Security organisations** – to fulfil our contractual obligations and to ensure the security of the pupils in school
- **Health and social welfare organisations** – to meet our legal obligations through our recruitment process and to keep our staff and pupils safe
- **Professional advisers and consultants** – to fulfil our public task in providing training opportunities to staff to improve work performance
- **Police forces, courts, tribunals** – to meet legal obligations
- **Employment and recruitment agencies** – to fulfil our legal and contractual obligations

Transferring data internationally:

Where we transfer personal data to a country or territory outside the United Kingdom, we will do so in accordance with data protection law.

Your rights: How to access personal information we hold about you:

Individuals have a right to make a 'subject access request' to gain access to personal information that the school holds about them.

If you make a subject access request, and if we do hold information about you, we will:

- Give you a description of it
- Tell you why we are holding and processing it, and how long we will keep it for
- Explain where we got it from, if not from you
- Tell you who it has been, or will be, shared with
- Let you know whether any automated decision-making is being applied to the data, and any consequences of this
- Give you a copy of the information in an intelligible form

You may also have the right for your personal information to be transmitted electronically to another organisation in certain circumstances.

Your other rights regarding your data:

Under data protection law, individuals have certain rights regarding how their personal data is used and kept safe, including the right to:

- Object to the use of personal data if it would cause, or is causing, damage or distress
- Prevent it being used to send direct marketing
- Object to decision being taken by automated means (by a computer or machine, rather than by a person)
- In certain circumstances, have inaccurate personal data corrected, deleted or destroyed, or restrict processing
- Claim compensation for damages caused by a breach of the data protection regulations

To exercise any of these rights please contact the Head of Data at the Active Learning Trust via dataprotection@activelearningtrust.org. These rights can be exercised by a Parent / Carer on behalf of a child on the same basis that they may make a Subject Access Request.

Complaints:

We take complaints about our collection and use of personal information very seriously.

If you think our collection or use of personal information is unfair, misleading or inappropriate, or have any other concern about our data processing, please raise this with us in the first instance.

To make a complaint, please contact the Head of Data at the Active Learning Trust via dataprotection@activelearningtrust.org.

You can also contact our Data Protection Officer:

Data Protection Education Ltd

Email: dpo@dataprotection.education

Tel: 0800 086 2018

Address: 1 Saltmore Farm, New Inn Road, Hinxworth, SG7 5EZ

Alternatively, you can make a complaint to the Information Commissioner's Office:

Online: <https://ico.org.uk/concerns/>

Tel: 0303 123 1113

Address: Information Commissioner's Office, Wycliff House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Contact us:

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact:

Head of Data

Email: dataprotection@activelearningtrust.org

Tel: 01354 568010

Address: The Active Learning Trust, Neale-Wade Academy, March, Cambridgeshire, PE15 9PX

Links to other Policies / Procedures

- Data Protection Policy
- Retention Schedule

Document Control

Date	Version	Changes	Reviewer
October 2023	1.0	Initial version based on a template from the ICT Service and the DfE model privacy notice	C Everard
December 2024	1.1	Annual Review – No Changes	G Dimsey
April 2025	1.2	Updated DPO details and trust address details	C Everard