# **Archbishop Temple School**

#### 1. Management of the School

1.1 Gov	1.1 Governing Body							
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record			
1.1.1	Agenda for Governing Body Meetings	There may be data protection issues if the meeting is dealing with confidential issues relating to staff		One copy should be retained with the master set of minutes. All other copies can be disposed of	SECURE DISPOSAL <sup>1</sup>			
1.1.2	Minutes of Governing Body meetings	There may be data protection issues if the meeting is dealing with confidential issues relating to staff						
	Principal Set (signed)			PERMANENT	If the school is unable to store these then they should be offered to the County Archives Service			
	Inspection Copies <sup>2</sup>			Date of meeting + 3 years	If these minutes contain any sensitive, personal information they must be shredded.			
1.1.3	Reports presented to the Governing Body	There may be data protection issues if the report deals with confidential issues relating to staff		Reports should be kept for a minimum of 6 years. However, if the minutes refer directly to individual reports then the reports should be kept permanently	SECURE DISPOSAL or retain with the signed set of the minutes			
1.1.4	Instrument of Government including Articles of Association	No		PERMANENT	These should be retained in the school whilst the school is open and then offered to County Archives Service when the school closes.			

In this context SECURE DISPOSAL should be taken to mean disposal using confidential waste bins, or if the school has the facility, shredding using a cross cut shredder
 These are the copies which the clerk to the Governor may wish to retain so that requestors can view all the appropriate information without the clerk needing to print off and collate redacted copies of the minutes each time a request is made.

1.1.5	Trusts and Endowments managed by the Governing Body	No	PERMANENT	These should be retained in the school whilst the school is open and then offered to County Archives Service when the school closes.
1.1.6	Action plans created and administered by the Governing Body	No	Life of the action plan + 3 years	SECURE DISPOSAL
1.1.7	Policy documents created and administered by the Governing Body	No	Life of the policy + 3 years	SECURE DISPOSAL
1.1.8	Records relating to complaints dealt with by the Governing Body	Yes	Date of the resolution of the complaint + a minimum of 6 years then review for further retention in case of contentious disputes	SECURE DISPOSAL
1.1.9	Proposals concerning the change of status of a maintained school including Specialist Status Schools and Academies	No	Date proposal accepted or declined + 3 years	SECURE DISPOSAL

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record
1.2.1	Log book of activity in the school maintained by the Headteacher	There may be data protection issues if the log book refers to individual pupils or members of staff		Date of last entry in the book + a minimum of 6 years then review	These could be of permanent historical value and should be offered to the County Archives Service if appropriate
1.2.2	Minutes of SLT meetings and the meetings of other internal administrative bodies	There may be data protection issues if the minutes refer to individual pupils or members of staff		Date of the meeting + 3 years then review	SECURE DISPOSAL
1.2.3	Reports created by the Headteacher or SLT	There may be data protection issues if the report refers to individual pupils or members of staff		Date of the report + a minimum of 3 years then review	SECURE DISPOSAL

1.2.4	Records created by headteachers, deputy headteachers, heads of year and other member of staff with administrative responsibilities	There may be data protection issues if the records refer to individual pupils or members of staff	Current academic year + 6 years then review SECURE DISPOSAL
1.2.5	Correspondence created by headteachers, deputy headteachers, heads of year and other members of staff with administrative responsibilities	There may be data protection issues if the correspondence refers to individual pupils or members of staff	Date of correspondence + 3 years then review  SECURE DISPOSAL
1.2.6	Professional Development Plans	Yes	Life of the plan + 6 years SECURE DISPOSAL
1.2.7	School Development Plans	No	Life of the plan + 3 years SECURE DISPOSAL

1.3 Adn	1.3 Admission Process						
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record		
1.3.1	All records relating to the creation and implementation of the School Admissions' Policy	No	School Admission Code Statutory guidance for admission authorities, governing bodies, local authorities, schools adjudicators and admission appeal panels Dec 14	Life of the Policy + 3 years then review	SECURE DISPOSAL		
1.3.2	Admission – if the admission is successful	Yes	School Admissions Code Statutory guidance for admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels Dec 14	Date of admission + 1 year	SECURE DISPOSAL		
1.3.3	Admissions – if the appeal is unsuccessful	Yes	School Admissions Code Statutory guidance for admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels Dec 14	Resolution of case + 1 year	SECURE DISPOSAL		
1.3.4	Register of Admissions	Yes	School attendance: Departmental advice for maintained schools, academies, independent schools and local authorities Oct 2014	Every entry in the admission register must be preserved for a period of three years after the date of which the entry was made. <sup>3</sup>	Consideration may be given to keep the register permenantly		
1.3.5	Admissions – Secondary Schools – Casual	Yes		Current year + 1 year	SECURE DISPOSAL		

1.3.6	Proofs of address supplied by parents as part of the admissions process	Yes	School Admissions Code Statutory guidance for admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels Dec 14	Current year + 1 year	SECURE DISPOSAL
1.3.7	Supplementary information form including additional information such as religion, medical conditions etc	Yes			
	For successful admissions			The information should be added to the pupil file	SECURE DISPOSAL
	For unsuccessful admissions			Until appeals process completed	SECURE DISPOSAL

<sup>3.</sup> School attendance: Departmental advice for maintained schools, academies, independent schools and local authorities October 2014

1.4 Operational Administration					
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record
1.4.1	General file series	No		Current year + 5 years then REVIEW	SECURE DISPOSAL
1.4.2	Records relating to the creation and publication of the school brochure or prospectus	No		Current year + 3 years	STANDARD DISPOSAL
1.4.3	Records relating to the creation and distribution of circulars to staff, parents or pupils	No		Current year + 1 Year	STANDARD DISPOSAL
1.4.4	Newsletters and other items with a short operational use	No		Current year + 1 year	STANDARD DISPOSAL
14.5	Visitors' Books and Signing in Sheets	Yes		Current year + 6 years then review	SECURE DISPOSAL
1.4.6	Records relating to the creation and management of Parent Teacher Associations and/or Old Pupils Associations	No		Current year + 6 years the REVIEW	SECURE DISPOSAL

#### 2. Human Resources

#### 2.1 Recruitment Action at the end of **Basic file description Retention Period (Operational) Statutory Provisions** Data the administrative life Prot of the record Issues 2.1.1 All records leading up to the appointment of a Yes Date of appointment + 6 years SECURE DISPOSAL new headteacher All records leading up to the appointment of a 2.1.2 Date of appointment of successful Yes SECURE DISPOSAL new member of staff – unsuccessful candidates candidate + 6 months All records leading up to the appointment of a 2.1.3 Yes All the relevant information should be SECURE DISPOSAL new member of staff – successful candidates added to the staff personal file (see below) and all other information retained for 6 months Pre-employment vetting information – DBS **DBS Update Service** The school does not have to keep copies No 2.1.4 **Employer Guide June** of DBS Certificates. If the school does so 2014: Keeping children the copy must NOT be retained for more safe in education. July than 6 months 2015 (Statutory Guidance from Dept of **Education**) Sections 73, 74 2.1.5 Proofs of ID collected as part of the process of Yes Where possible these should be checked checking 'portable' enhanced DBS disclosure and a note kept of what was seen and what has been checked. If it is felt necessary to keep copy documentation then this should be placed on the member of staff's personal file. 2.1.6 Pre-employment vetting information – An employer's guide Where possible these documents should Yes Evidence proving the right to work in the to right to work checks be added to the Staff Personal File (see United Kingdom<sup>4</sup> (Home Office May below), but if they are kept separately then the Home Office requires that the 2015) documents are kept for termination of Employment plus not less than two years

<sup>4.</sup> Employers are required to take a "clear copy" of the documents which they are shown as part of this process

2.2 Ope	rational Staff management				
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record
2.2.1	Staff Personal File	Yes	Limitation Act 1980 (Section 2)	Termination of Employment + 6 years	SECURE DISPOSAL
2.2.2	Timesheets	Yes		Current year + 6 years	SECURE DISPOSAL
2.2.3	Annual appraisal/assessment records	Yes		Current year + 5 years	SECURE DISPOSAL

2.3 Management of Disciplinary and Grievance Processes						
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record	
2.3.1	Allegation of a child protection nature against a member of staff including where the allegation is unfounded <sup>5</sup>		"Keeping children safe in education Statutory guidance for schools and colleges March 2015", "Working together to safeguard children. A guide to interagency working to safeguard and promote the welfare of children March 2015".	Until the person's normal retirement age or 10 years from the date of the allegation whichever is the longer then REVIEW. Note, allegations that are found to be malicious should be removed from personnel files. If found they are to be kept on the file and a copy provided to the person concerned	SECURE DISPOSAL These records must be shredded	
2.3.2	Disciplinary Proceedings Oral warning	Yes		Date of warning <sup>6</sup> + months		
	Written warning – level 1			Date of warning + 6 months		
	Written warning – level 2 Final warning			Date of warning + 12 months  Date of warning + 18 months		
	Case not found			If the incident is child protection related then see above otherwise dispose of at the conclusion of the case	SECURE DISPOSAL	

<sup>5.</sup> This review took place as the independent enquiry on Child Sexual Abuse was beginning. In light of this, it is recommended that all records relating to child abuse are retained until the Inquiry is completed. This section will then be reviewed again to take into account any recommendations the Inquiry might make concerning record retention.

6. Where the warning relates to child protection issues see above. If the disciplinary proceedings relate to a child protection matter please contact your Safeguarding Children Officer for further

advice.

## 2.4 Health & Safety

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2.5 Payr	2.5 Payroll and Pensions					
	Basic file description	Data	Statutory Provisions	Retention Period	Action at the end of the	
		Prot Issues		(Operational)	administrative life of the record	
2.5.1	Maternity pay records	Yes	Statutory Maternity Pay (General) Regulations 1986 (SI1986/1960), revised 1999 (SI999/567)	Current year + 3 years	SECURE DISPOSAL	
2.5.2	Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995	Yes		Current year + 6 years	SECURE DISPOSAL	

## 3. Financial Management of the School

3.1 Risk	Management and Insurance				
	Basic file description	Data Prot Issues	*		Action at the end of the administrative life of the record
3.1.1	Employer's Liability Insurance Certificate	No		Closure of the school + 40 years	SECURE DISPOSAL

3.2 Asse	3.2 Asset Management								
	Basic file description Data Prot Issues Prot Statutory Provisions Retention Period (Operational) Action at the end of the administrative life of the record								
3.2.1	Inventories of furniture and equipment	No		Current year + 6 years	SECURE DISPOSAL				
3.2.2	Burglary, theft and vandalism report forms	No		Current year + 6 years	SECURE DISPOSAL				

3.3 Acc	3.3 Accounts and Statements including Budget Management							
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record			
3.3.1	Annual Accounts	No		Current year + 6 years	STANDARD DISPOSAL			
3.3.2	Loans and grants managed by the school	No		Date of last payment on the loan + 12 years then REVIEW	SECURE DISPOSAL			
3.3.3	Student Grant applications	Yes		Current year + 3 years	SECURE DISPOSAL			
3.3.4	All records relating to the creation and management of budgets including the Annual Budget statement and background papers	No		Life of the budget + 3 years	SECURE DISPOSAL			
3.3.5	Invoices, receipts, order books and requisitions, delivery notices	No		Current financial year + 6 years	SECURE DISPOSAL			
3.3.6	Records relating to the collection and banking of monies	No		Current financial year + 6 years	SECURE DISPOSAL			
3.3.7	Records relating to the identification and collection of debt	No		Current financial year + 6 years	SECURE DISPOSAL			

3.4 Con	3.4 Contract Management								
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record				
3.4.1	All records relating to the management of contracts under seal	No	Limitation Act 1980	Last payment on the contract + 12 years	SECURE DISPOSAL				
3.4.2	All records relating to the management of contracts under signature	No	Limitation Act 1980	Last payment on the contract + 6 years	SECURE DISPOSAL				
3.4.3	Records relating to the monitoring of contracts	No		Current year + 2 years	SECURE DISPOSAL				

3.5 School Fund								
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record			
3.5.1	School Fund – Cheque Books	No		Current year + 6 years	SECURE DISPOSAL			
3.5.2	School Fund – Paying in books	No		Current year + 6 years	SECURE DISPOSAL			
3.5.3	School Fund – Ledger	No		Current year + 6 years	SECURE DISPOSAL			
3.5.4	School Fund – Invoices	No		Current year + 6 years	SECURE DISPOSAL			
3.5.5	School Fund – Receipts	No		Current year + 6 years	SECURE DISPOSAL			
3.5.6	School Fund – Bank Statements	No		Current year + 6 years	SECURE DISPOSAL			
3.5.7	School Fund – Journey Books	No		Current year + 6 years	SECURE DISPOSAL			

3.6 Sch	3.6 School Meals Management								
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record				
3.6.1	Free school Meals Registers	Yes		Current year + 6 years	SECURE DISPOSAL				
3.6.2	School Meals Registers	Yes		Current year + 3 years	SECURE DISPOSAL				
3.6.3	School Meals Summary Sheets	No		Current year + 3 years	SECURE DISPOSAL				

#### 4. Property Management

4.1 Prop	4.1 Property Management								
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record				
4.1.1	Title deeds of properties belong to the school	No		PERMANENT These should follow the property unless the property has been registered with the Land Registry					

4.1.2	Plans of property belong to the school	No	These should be retained whilst the building belongs to the school and should be passed onto any new owners it the building is leased or sold	SECURE DISPOSAL
4.1.3	Leases of property leased by or to the school	No	Expiry of lease + 6 years	SECURE DISPOSAL
4.1.4	Records relating to the letting of school premises	No	Current financial year + 6 years	SECUE DISPOSAL

4.2 Mai	4.2 Maintenance								
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record				
4.2.1	All records relating to the maintenance of the school carried out by contractors	No		Current year + 6 years	SECURE DISPOSAL				
4.2.2	All records relating to the maintenance of the school carried out by school employees including maintenance log books	No		Current year + 6 years	SECURE DISPOSAL				

## 5. Pupil Management

5.1 Pupi	5.1 Pupil's Educational record								
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record				
5.1.1	Pupil's Educational Record required by the Education (Pupil Information) (England) Regulations 2005	Yes	The Education (Pupil Information) (England) regulations 2005 SI 2005 No 1437						
	Secondary		Limitation Act 1980 (Section 2)	Date of Birth of the pupil + 25 years	SECURE DISPOSAL				

5.1.2	Examination results – Pupil Copies	Yes			
	Public			This information should be added to the pupil file	All uncollected certificates should be returned to the examination board
	Internal			This information should be added to the pupil file	
5.1.3	Child Protection information held on pupil file	Yes	"Keeping children safe in education Statutory guidance for schools and colleges March 2015"; "Working together to safeguard children. A guide to inter-agency working to safeguard and promote the welfare of children March 2015".	If any records relating to child protection issues are placed on the pupil file, it should be in a sealed envelope and then retained for the same period of time as the pupil file. DOB + 25 years. Files should be copied and sent under separate cover to new school/college whilst the child is still under 18	SECURE DISPOSAL – these records MUST be shredded
5.1.4	Child protection information held in separate files	Yes	"Keeping children safe in education Statutory guidance for schools and colleges March 2015"; "Working together to safeguard children. A guide to inter-agency working to safeguard and promote the welfare of children March 2015".	DOB of the chid + 25 years then review. This retention period was agreed in consultation with the Safeguarding Children Group on the understanding that the principal copy of this information will be found on the LA Social Services record	SECURE DISPSAL – these records MUST be shredded

5.2 Atter	5.2 Attendance							
	Basic file description	Data Prot Issues	Statutory Provisions	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	Action at the end of the administrative life of the record			
5.2.1	Attendance Registers	Yes	School attendance: Departmental advice	Every entry in the attendance register must be preserved for a	SECURE DISPOSAL			

		for maintained schools, academies,	period of three years after the date of which the entry was	
		independent schools and LAs October 2014	made.	
5.2.2	Correspondence relating to authorised absence	Education Act 1996 Section 7	Current academic year + 2 years	SECURE DISPOSAL

5.3 Spe	5.3 Special Educational Needs						
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record		
5.3.1	Special Educational Needs files, reviews and Individual Education Plans	Yes	Limitation Act 1980 (Section 2)	Date of Birth of the pupil + 25 years	REVIEW  NOTE: This retention period is the minimum retention period that any pupil file should be kept. Some authorities choose to keep SEN files for a longer period to time to defend themselves in a "failure to provide a sufficient education" case. There is an element of business risk analysis involved in any decision to keep the records longer than the minimum retention period and this should be documented.		
5.3.2	Statement maintained under section 234 of the Education Act 1990 and any amendments made to the statement	Yes	Education Act 1996 Special Educational Needs and Disability Act 2001 Section 1	Date of birth of the pupil + 25 years (This would normal be retained on the pupil file)	SECURE DISPOSAL Unless the document is subject to a legal hold.		
5.3.3	Advice and information provided to parents regarding educational needs	Yes	Special Educational Needs and Disability Act 2001 Section 2	Date of birth of the pupil + 25 years (This would normal be retained on the pupil file)	SECURE DISPOSAL Unless the documents is subject to a legal hold.		

5.3.4	Accessibility Strategy	Yes	Special Educational	Date of birth	SECURE DISPOSAL Unless the documents is subject
			Needs and	of the pupil +	to a legal hold.
			Disability Act 2001	25 years (This	
			Section 14	would normal	
				be retained on	
				the pupil file)	

## 6. Curriculum Management

6.1 Sta	6.1 Statistics and Management Information						
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record		
6.1.1	Curriculum returns	No		Current year + 3 years	SECURE DISPOSAL		
6.1.2	Examination Results (Schools Copy)	Yes		Current year + 6 years	SECURE DISPOSAL		
	Examination Papers			The examination papers should be kept until any appeals/validation process is complete.	SECURE DISPOSAL		
6.1.3	Published Admission Number (PAN) Reports	Yes		Current year + 6 years	SECURE DISPOSAL		
6.1.4	Value Added and Contextual Data	Yes		Current year + 6 years	SECURE DISPOSAL		
6.1.5	Self-Evaluation Forms	Yes		Current year + 6 years	SECURE DISPOSAL		

6.2 Impl	6.2 Implementation of Curriculum						
	Basic file description	Data	Statutory Provisions		Action at the end of the		
		Prot		(Operational)	administrative life of the		
		Issues			record		
6.2.1	Schemes of Work	No		Current year + 1 year	It may be appropriate to		
6.2.2	Timetable	No		Current year + 1 year	review these records at the		
6.2.3	Class Record Books	No		Current year + 1 year	end of each year and		
6.2.4	Mark Books	No		Current year + 1 year	allocate a further retention		
6.2.5	Record of homework set	No		Current year + 1 year	period or SECURE DISPOSAL		

6.2.6	Pupils' work	No	W	Where possible pupil's work	SECURE DISPOSAL
			sh	should be returned to the	
			pι	oupil at the end of the	
			ac	cademic year if this is not	
			th	he school's policy then	
			cu	current year + 1 year	

#### 7. Extra-Curricular Activities

7.1 Educ	7.1 Educational Visits outside the Classroom							
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record			
7.1.1	Records created by schools to obtain approval to run an Educational Visit outside the Classroom	No	Outdoor Education Advisers' Panel National Guidance website http://oeapng.info specifically Section 3 "Legal Framework and Employer Systems" and Section 4 "Good Practice".	Date of visit + 10 years	SECURE DISPOSAL			
7.1.2	Parental consent forms for school trips where there has been no major incident	Yes		Conclusion of the trip	Although the consent forms could be retained for DOB + 22 years, the requirement for them being needed is low and most schools do not have the storage capacity to retain every single consent form issued by the school for this period of time.			
7.1.3	Parental permission slips for school trips – where there has been a major incident	Yes	Limitation Act 1980 (Section 2)	DOB of the pupil involved in the incident + 25 years. The permission slips for all the pupils on the trip need to be retained to show that the rules had been followed for all pupils.				

7.2 Wal	7.2 Walking Bus						
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record		
7.2.1	Walking Bus Register	Yes		Date of register + 3 years This takes into account the fact that if there is an incident requiring an accident report the register will be submitted with the accident report ad kept for the period of time required for accident reporting.	SECURE DISPOSAL (If these records are retained electronically any backup copies should be destroyed at the same time)		

7.3 Fam	7.3 Family Liaison Officers and Home School Liaison Assistants					
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record	
7.3.1	Day Books	Yes		Current year + 2 years then review		
7.3.2	Reports for outside agencies – where the report has been included on the case file created by the outside agency	Yes		Whilst child is attending school and then destroy		
7.3.3	Referral Forms	Yes		While the referral is current		
7.3.4	Contact data sheets	Yes		Current year then review, if contact is no longer active then destroy		
7.3.5	Contract database entries	Yes		Current year then review, if contact is no longer active then destroy		
7.3.6	Group Registers	Yes		Current year + 2 years		

## 8. Central Government and Local Authority

8.1 Local Authority					
	Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record
8.1.1	Secondary Transfer Sheets (Primary)	Yes		Current year + 2 years	SECURE DISPOSAL
8.1.2	Attendance Returns	Yes		Current year + 1 years	SECURE DISPOSAL
8.1.3	School Census Returns	No		Current year + 5 years	SECURE DISPOSAL
8.1.4	Circulars and other information sent from the Local Authority	No		Operational use	SECURE DISPOSAL

8.2 Cer	8.2 Central Government						
	Basic file description	DP Issues	Statutory Provisions	Retention Period (Operational)	Action at the end of the administrative life of the record		
8.2.1	OFSTED reports and papers	No		Life of the report then REVIEW	SECURE DISPOSAL		
8.2.2	Returns made to central government	No		Current year + 6 years	SECURE DISPOSAL		
8.2.3	Circulars and other information from central government	No		Operational use	SECURE DISPOSAL		