



## **Privacy Notice (How we use school workforce information)**

Cathedral Schools Trust is the Data Controller for the use of personal data in this privacy notice.

### **The categories of school workforce information that we collect, process, hold and share include:**

- personal information (such as name, employee or teacher number, 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)
- relevant medical information (such as the starter medical questionnaire, contact details in case of an emergency, occupational health reports and sick notes)
- payroll information (such as bank name and account details, pension membership details and support of other deductions such as AOE orders and student loans)
- contact details (such as address, email address and phone numbers).

### **Why we collect and use this information**

We use school workforce data to:

- enable the development of a comprehensive picture of the workforce and how it is deployed
- inform the development of recruitment and retention policies
- enable individuals to be paid, taxed and to accrue pensions
- enable completion of workforce census, gender pay gap reporting and other similar employer reporting duties
- help to ensure the safety and well being of staff and to enable contact with next of kin when necessary.

## The lawful basis on which we process this information

We process this information under the Education Act 1996 and General Data Protection Regulation including Article 6 'Lawfulness of processing' and Article 9 'Processing of special categories of personal data'

<https://www.gov.uk/education/data-collection-and-censuses-for-schools>

## Collecting this information

We collect personal information via recruitment application forms and staff contract forms.

The majority of information you provide to us is mandatory, some of it is provided to us on a voluntary basis. In order to comply with data protection legislation, we will inform you whether you are required to provide certain school workforce information to us or if you have a choice in this and we will tell you what you need to do if you do not want to share this information with us.

## Storing this information

We hold school workforce data for the time specified in the trust's data retention policy which is available on request.

## Who we share this information with

We routinely share this information with:

- our payroll software provider MHR
- our pension providers Teachers Pension, Avon Pension Fund the Department for Education (DfE)
- Her Majesty's Revenue & Customs (HMRC)
- the local authority

## Why we share school workforce information

We do not share information about workforce members with anyone without consent unless the law and our policies allow us to do so.

### **MHR**

We contract with MHR to deliver our Human Resources management system, iTrent. All personal data that is processed within this application is hosted by MHR in a secure data centre. We have a contract in place with MHR to ensure the highest standards of data protection and information security are maintained. MHR may need to access personal data as part of their contract with us, to ensure the continued operation of this application.

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Any personal data that needs to be accessed, will be restricted to the minimum that is necessary for this purpose.

### **Teachers Pension and Avon Pension Fund**

We share personal data with these two pension providers on a monthly basis to ensure that a full and accurate record is maintained of each individual's pension contributions. This helps to ensure that our employees receive the correct pension entitlement on retirement.

### **Local authority**

We are required to share information about our workforce members with our local authority (LA) under section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments.

### **Department for Education (DfE)**

We share personal data with the Department for Education (DfE) on a statutory basis. This data sharing underpins workforce policy monitoring, evaluation, and links to school funding / expenditure and the assessment of educational attainment.

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

All data is transferred securely and held by DfE under a combination of software and hardware controls which meet the current [government security policy framework](#).

### **Her Majesty's Revenue & Customs (HMRC)**

We are legally required to share data including your date of birth, legal sex and NI number with HMRC. This is to ensure that HMRC tax you at the correct rate and to ensure that your national insurance contributions are attributed to you.

### **Data collection requirements**

The DfE collects and processes personal data relating to those employed by schools (including Multi Academy Trusts) and local authorities that work in state funded schools (including all maintained schools, all academies and free schools and all special schools including Pupil Referral Units and Alternative Provision). All state funded schools are required to make a census submission because it is a statutory return under sections 113 and 114 of the Education Act 2005

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

The department may share information about school employees with third parties who promote the education or well-being of children or the effective deployment of school staff in England by:

- conducting research or analysis
- producing statistics
- providing information, advice or guidance

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The department has robust processes in place to ensure that the confidentiality of personal data is maintained and there are stringent controls in place regarding access to it and its use. Decisions on whether DfE releases personal data to third parties are subject to a strict approval process and based on a detailed assessment of:

- who is requesting the data
- the purpose for which it is required
- the level and sensitivity of data requested; and
- the arrangements in place to securely store and handle the data

To be granted access to school workforce information, organisations must comply with its strict terms and conditions covering the confidentiality and handling of the data, security arrangements and retention and use of the data.

For more information about the department's data sharing process, please visit:

<https://www.gov.uk/data-protection-how-we-collect-and-share-research-data>

To contact the department: <https://www.gov.uk/contact-dfe>

## Requesting access to your personal data

Under data protection legislation, you have the right to request access to information about you that we hold. To make a request for your personal information, contact [hr@cathedralschoolstrust.org](mailto:hr@cathedralschoolstrust.org)

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
- a right to seek redress, either through the ICO, or through the courts

If you have a concern about the way we are collecting or using your personal data, we ask that you raise your concern with us in the first instance. Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/>

## Last updated

We may need to update this privacy notice periodically so we recommend that you revisit this information from time to time. This version was last updated on 1st September 2021

## Contact

If you would like to discuss anything in this privacy notice, please contact: [hr@cathedralschoolstrust.org](mailto:hr@cathedralschoolstrust.org)

## How Government uses your data

The workforce data that we lawfully share with the DfE through data collections:

- informs departmental policy on pay and the monitoring of the effectiveness and diversity of the school workforce
- links to school funding and expenditure
- supports 'longer term' research and monitoring of educational policy

## Data collection requirements

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<https://www.gov.uk/education/data-collection-and-censuses-for-schools>.

## Sharing by the Department

The Department may share information about school employees with third parties who promote the education or well-being of children or the effective deployment of school staff in England by:

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## How to find out what personal information DfE hold about you

Under the terms of the Data Protection Act 2018, you're entitled to ask the Department:

- if they are processing your personal data
- for a description of the data they hold about you

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- the reasons they're holding it and any recipient it may be disclosed to
- for a copy of your personal data and any details of its source

If you want to see the personal data held about you by the Department, you should make a 'subject access request'. Further information on how to do this can be found within the Department's personal information charter that is published at the address below:

<https://www.gov.uk/government/organisations/department-for-education/about/personal-information-charter>

To contact the department: <https://www.gov.uk/contact-dfe>