

Privacy Notice:

The school workforce: those employed to teach or otherwise engaged to work at Castle Vale Nursery School

Under data protection law, individuals have a right to be informed about how the school uses any personal data that we hold about them. We comply with this right by providing 'privacy notices' (sometimes called 'fair processing 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.

We, Castle Vale Nursery School, are the 'data controller' for the purposes of data protection law.

Our data protection officer is Samantha Hayward

The personal data we hold

We process data relating to those we employ, or otherwise engage, to work at our school. Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:

- Contact details
- Date of birth, marital status and gender
- 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
- Ensure we can contact someone on your behalf in the event of an emergency
- Protect your health, safety, and wellbeing while at work
- Enable us to respond appropriately to medical incidents or other urgent situations
- 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 lawful basis for using this data

Contract

- For the purpose of:
 - Enabling you to be paid

we process your personal data under the **contract** basis.

This is necessary to fulfil your employment contract and manage your pay, benefits, and working arrangements.

Vital Interests

For the purpose of:

- Contacting someone in an emergency
- Enabling us to respond appropriately to medical incidents or other urgent situations

This data is typically processed under:

- **Vital interests** – where it is necessary to protect your life or prevent serious harm (e.g. contacting a family member in a medical emergency)

Legal Obligation

- For the purpose of:
 - Facilitating safe recruitment (including safeguarding checks)
 - Protecting your health, safety, and wellbeing while at work

we process your personal data under the **legal obligation** basis.

This is required to meet our responsibilities under legislation, including:

- Keeping Children Safe in Education (KCSIE)
- Safeguarding Vulnerable Groups Act
- Employment and safeguarding law
- Health and Safety Legislation

Public Task

- For the purposes of:
 - Protect your health, safety, and wellbeing while at work
 - Supporting effective performance management
 - Informing recruitment and retention policies
 - Allowing better financial modelling and planning
 - Improving the management of workforce data across the sector
 - Supporting the work of the School Teachers' Review Body

we process your personal data under the **public task** basis.

This is necessary for us to carry out our official functions as a nursery school and contribute to the wider education system.

These functions are set out in:

- Education Acts
- Early Years Foundation Stage (EYFS) Framework

It ensures a safe working environment within the school

Legal Obligation (Statutory Monitoring)

- For the purpose of:
 - Enabling ethnicity and disability monitoring

we process your personal data under the **legal obligation** basis.

This supports our duties under:

- Equality Act 2010
 - Public Sector Equality Duty
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Special Category Data

Where data includes sensitive personal data (e.g. ethnicity, health, disability), we process this under additional conditions, including:

- Employment and social protection law
- Substantial public interest (e.g. equality monitoring and safeguarding)

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 personal information about you overlap, and there may be several grounds which justify the school's use of your data.

Collecting this information

While the majority of information we collect from you is mandatory, there is some information that you can choose whether or not to provide to us.

Whenever we seek to collect information from you, we make it clear whether you must provide this information (and if so, what the possible consequences are of not complying), or whether you have a choice.

How we store this data

We create and maintain an employment file for each staff member. The information contained in this file is kept secure and is only used for purposes directly relevant to your employment.

Once your employment with us has ended, we will retain this file and delete the information in it in accordance with the Information and Records Management Society's Toolkit for Schools

Data sharing

We do not share information about you with any third party without your 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 you 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 – for the work force census
- Ofsted
- Suppliers and service providers – to enable them to provide the service we have contracted them for, such as payroll
- Trade unions and associations – to enable them to provide support for you e.g. at disciplinary hearings
- Health and social welfare organisations - to enable them to carry out health procedures for you e.g. vaccinations if you are bitten by a child
- Security organisations – e.g. to enable you to have a fob to access the building
- Professional advisers and consultants – to give a child's key worker contact details e.g. to educational psychologists
- Police forces, courts, tribunals – to enable you to give evidence in a case against a child, family member or another staff member
- Professional bodies - to give a child's key worker contact details

- Employment and recruitment agencies – in references for additional or alternative work

Transferring data internationally

Where we transfer personal data to a country or territory outside the European Economic Area, 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.

If you would like to make a request, please contact our data protection officer.

Your other rights regarding your data

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

- Object to the use of your personal data if it would cause, or is causing, damage or distress
- Prevent your data being used to send direct marketing
- Object to the use of your personal data for decisions 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 our data protection officer.

Complaints

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

If you think that 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 our data protection officer.

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

Report a concern online at <https://ico.org.uk/concerns/>

Call 0303 123 1113

Or write to: Information Commissioner's Office, Wycliffe 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 our data protection officer:

Rachel Allen (Featherstone Nursery School: [0121 675 3408](tel:01216753408))

However, our **data protection lead** has day-to-day responsibility for data protection issues in our school.

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

- Christina Meakin 0121 675 7578

This notice is based on the Department for Education’s model privacy notice for the school workforce, amended to reflect the way we use data in this school.