

South York Multi Academy Trust

Privacy Notice – Employees

This privacy notice has been written to inform prospective, current, and former employees, of South York Multi Academy Trust Schools, about how and why the Trust uses their personal data.

Who are we?

Fulford School is a member of the South York Multi-Academy Trust (the Trust) which is a Data Controller as defined by Article 4 (7) of the General Data Protection Regulation.

This means that the Trust determines the reasons why and the way in which, your personal data is collected and used in the organisation. The Trust has a responsibility to you and your personal data and will only collect and use this in ways which are compliant with data protection legislation.

The school has appointed Veritau Ltd to be its Data Protection Officer (DPO). The role of the DPO is to ensure that the school is compliant with Data Protection legislation and is upholding the Data Protection Principles. You can contact the DPO on:

Data Protection Officer
Veritau Ltd.
County Hall
Northallerton
North Yorkshire
DL7 8AL



SchoolsDPO@veritau.co.uk
016059 53 2526

What data do you collect about me and why do you require it?

We process your information to fulfil our obligations associated with your employment contract. This information includes, but is not limited to:

- Personal identifiers (your name, address, date of birth, photograph etc)
- Previous job experience and qualifications (including copies of certificates and employment references)
- Information about your employment attendance and performance (including disciplinary information)
- Information about your ethnicity, religious beliefs and trade union membership (for the purposes of equality monitoring)
- Information about your right to work
- Relevant medical information which affects your employment
- Emergency contact information of those individuals you identify
- Financial information, including bank account information, tax, national insurance and pension contributions to facilitate salary payments

Who has access to my Personal Data in the Trust?

Your information will only be made available to those who need it to do their job in relation to your employment. This includes your line manager(s), the business manager, and relevant administrative staff.

Your name, job title, work email address, telephone number and photograph will be available in our internal directory which is accessible to employees, members and trusted partners. This is to aid communication and identification functions.

We will also seek your consent to use your photo on our website.

Who do you share my personal data with?

We will share your information with the following organisations:

- HMRC
- Department of Work and Pension, if applicable
- North Yorkshire Pension Fund/Teachers' Pensions fund
- Any salary sacrifice arrangement you sign up to e.g. a charity, Everybody Benefits
- Your trade union, if applicable
- Examining bodies, if applicable
- City of York Council (who administer our payroll)
- Disclosure and barring service to conduct criminal record checks, if applicable
- Prospective future employers, landlords, letting agents, or mortgage brokers where you have asked them to contact the Council to seek a reference
- Our appointed governors and trustees may also require your personal data for the governing of the school. Personal Data will only disclosed to these individuals if there is a legitimate governing purpose.

We have duties under the Freedom of Information Act 2000 to disclose information we hold unless there is a very good reason to withhold it. Therefore we may disclose your name and work email address publicly in response to a request if we are required to do so.

How do you protect my personal data?

The Trust is committed to keeping the personal data that it holds safe from loss, corruption or theft. It has a number of measures in place to do this including:

- Training for all employees and governors on how to handle personal data,
- Policies and procedures detailing what employees can and cannot do with personal data.
- A number of IT security safeguards such as firewalls, encryption, and anti-virus software,
- On site security safeguards to protect physical files and electronic equipment.

How long do you keep my personal data for?

Data held	Retention period
GENERAL	
P45	6 years after leaving the Trust
Personnel file – includes application forms, clearances, contract, HR letters, sick notes	6 years after leaving the Trust – may be retained for longer if individual safeguarding or national issues arise, e.g. the Goddard enquiry
Payroll record	6 years after leaving the Trust – retain skeleton record after this time
Payslip and claims information	6 years after leaving the Trust

PENSIONS	
Teachers' Pensions Information	6 years after leaving the Trust (but information held by your pension provider for longer)
ISSUES AT WORK	
Casework records (not safeguarding)	6 years after sanction has been awarded (remove warnings at designated times)
Records relating to safeguarding investigations	Keep on Personnel file until Retirement or for 10 years – whichever is longer. Unfounded and/or malicious allegations should be removed from Personnel file.
Workplace Grievances	6 years from date of last action
OCCUPATIONAL HEALTH	
Occupational Health (OH) Information – includes referrals, medical reports etc.	40 years after leaving the Trust
TRAINING RECORDS	
Training records	6 years after leaving the Trust
RECRUITMENT	
Recruitment selection paperwork – unsuccessful applicants	6 months after process
Recruitment selection paperwork – successful applicants	Paperwork held by 6 years after leaving the Trust
DBS	
DBS clearances (positive and negative)	6 years after leaving the Trust

Do you transfer my data outside of the UK?

Generally the information that the Trust holds is all held within the UK. However, some information may be held on computer servers which are held outside of the UK. The Trust will take all reasonable steps to ensure your data is not processed in a country that is not seen as 'safe' by the UK government. If the Trust does need to send your data out of the European Economic Area it will ensure it has extra protection from loss or unauthorised access.

If you move to a school outside of the European Economic Area then the Trust will seek your explicit consent prior to transferring your personal information to that that school.

What are my Data Protection rights?

Data Protection legislation gives you, the data subject, a number of rights in regards to your personal information:

Right of Access to Personal Information	To request access to your personal data that we hold, and be provided with a copy of it
--	---

Right of Erasure	To request that your personal data is erased where there is no compelling reason for its continued processing
Right of Rectification	To request that your personal data is amended if inaccurate or incomplete
Right of Restriction	to request that the processing of your personal data is restricted
Right of Objection	To object to your personal data being processed

If you would like to exercise any of these rights you are encouraged to contact the Office Manager in writing.

What is your lawful basis for processing my personal data?

Any personal data that we process about our employees is done so in accordance with Article 6 and Article 9 of the General Data Protection Regulation. This states that the school must have a lawful basis when processing 'Personal Data' and 'Special Category Data'.

Generally the Trust processes your personal data in order to facilitate your contract of employment with the Trust or because processing is necessary to fulfil requirements of employment legislation.

The trust will also need to processes certain special categories of your personal data in order to fulfil specific requirements of employment legislation.

Whilst the majority of employment information you provide to us is mandatory, some of it is provided to us on a voluntary basis. When we do process this additional information we will ensure that we ask for your consent to process this.

On some occasions, when an individual's life may be in danger, then the Trust would rely on processing 'Personal Data' and 'Special Category Data' in accordance with Article 6(1)(d) and Article 9(2)(c) whereby processing is necessary to protect the vital interests of a data subject.

How do I complain about the way in which you have handled my personal data?

If you have concerns about the way in which the Trust has handled your personal data then please initially contact your line manager, the Office Manager or the Headteacher to seek a resolution and pass on your concerns. Concerns can also be referred to the Data Protection Officer by contacting:

Data Protection Officer
Veritau Ltd.
County Hall
Northallerton
North Yorkshire
DL7 8AL

SchoolsDPO@veritau.co.uk
016059 53 2526

You may also want to complain to the Information Commissioner's Office (the Data Protection regulator) about the way in which the Trust has handled your personal data. You can do so by contacting:

First Contact Team
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow Cheshire
SK9 5AF

casework@ico.gsi.gov.uk
03031 23 1113

For more information about your Data Protection rights please visit the website of the Information Commissioner's Office: www.ico.org.uk

You may also want to see the Trust's specific Privacy Notices for:

- Occupational Health – Link to follow
- Recruitment - <https://www.northyorks.gov.uk/working-us>
- Disciplinary Process - <https://www.northyorks.gov.uk/working-us>
- Grievances at Work Process - <https://www.northyorks.gov.uk/working-us>

Your pension provider will provide you with a Privacy Notice in regards to how your personal data will be used to facilitate the pensions process.