



GDPR Privacy Notice for Staff

Introduction

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, Wood Green Academy, Wood Green Road, Wednesbury, WS10 9QU, are the 'data controller' for the purposes of data protection law.

Our Data Protection Officer is (see 'Contact us' below). The school's privacy notices are available on the school website.

The Personal Data Processed and Retained by the Academy

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 management information
- Outcomes of any disciplinary and/or grievance procedures
- Absence data
- DBS records

- Copy of driving license
- Photographs
- CCTV footage
- Data about your use of the school's information and communications systems
- Biometric data
- Vehicle registration numbers

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 and sexual orientation
- Trade union membership
- Health, including any medical conditions, and sickness records

Reasons for our Processing and Recording Data

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

- Check you are legally entitled to work in the UK and for the Academy
- Check your contract terms including against any changes in legislation
- 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 equalities monitoring
- Improve the management of workforce data across the sector
- Support the work of the School Teachers' Review Body

Our Lawful Basis for Processing and Recording 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 use personal information about you where:

- You have given us consent to use it in a certain way
- We need to protect your vital interests (or someone else's interests)
- We have legitimate interests in processing the data

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 Data

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.

Data Storage

Personal data is stored in line with our data protection policy.

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 our record retention schedule.

Our record retention schedule sets out how long we keep information about staff. This information has been supplied by the Information Management Toolkit for Schools Version 5 – 1 February 2016 (pages 37-56).

[2016 IRMS Toolkit for Schools v5 Master.pdf \(1.5 MB\)](#)

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 (DfE) – to meet our legal obligations.
- Your family and representatives – to meet our legal obligations for safeguarding
- Educators and examining bodies – to allow entries for examinations and accreditations.
- Our regulator(s) (Ofsted, HMI) – to meet our legal requirements and to assess the quality of the institution.
- Suppliers and service providers – to enable them to provide the service we have contracted them for, such as payroll.
- Financial organisations – bank details to pay salaries.
- Pension funds – to ensure that employment records and pension benefits are accurate
- Central and local government - to meet our legal obligations.
- Our auditors – as part of our legal obligation to annual audit and ensure accuracy of our accounts.
- Survey and research organisations – to contribute to the national development of education.
- Trade unions and associations – to ensure appropriate advice is provided
- Health authorities – to meet our legal responsibilities and ensure safeguarding.
- Security organisations – to meet our legal responsibilities.
- Health and social welfare organisations – for safeguarding purposes.
- Professional advisers and consultants – to ensure and develop the quality to provision/education.
- Charities and voluntary organisations – for safeguarding and curriculum enrichment purposes.
- Police forces, courts, tribunals – to ensure the safety of our staff and to comply with our legal obligations.
- Professional bodies – to meet our legal and contractual obligations.

Transferring Data Internationally

It is very unlikely but if 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 the Personal Information we Retain

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 a 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.

Other Data Rights

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 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.

Telephone Call Recording

Wood Green Academy records all incoming and outgoing external telephone calls made through the school's phone system. Internal calls are not recorded.

Call recording is used for the following purposes:

- To protect staff from abusive or threatening behaviour
- To safeguard pupils and support welfare concerns
- To provide evidence in case of disputes, complaints, or investigations
- To support staff training and improve service quality

External callers are informed via the school's main switchboard welcome message that calls may be recorded. Recordings are stored securely on-site for 30 days and then automatically deleted, unless a specific call is required for investigation or legal purposes, in which case it may be retained for longer on a secure basis. Access to recordings is strictly limited to authorised senior staff and all access requests are logged through the school's IT Helpdesk. The legal basis for this processing is the school's legitimate interests in ensuring safety, accountability, and service quality, and in some cases, to fulfil its duties in the public interest or in relation to safeguarding.

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 5A

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:

Staffordshire County Council
Fourth Floor
Staffordshire Place 1
Stafford
Staffordshire, ST16 2DH
Email: DPO@staffordshire.gov.uk