



Managing Employment, Recruitment & Trustees

Privacy Notice

2023 - 2024

Employee Records

We are required to maintain employee records for our staff. The type of information used in these records includes:

- Name and contact details;
- Date of Birth;
- Financial details;
- Vetting information;
- Pensions and payroll data;
- References;
- Performance data.

Trustee Records

We are required to maintain records of our Trustees. The type of information includes:

- Name and contact details;
- Date of Birth;
- Financial details;
- Vetting information;
- References/Qualifications.

Both record types may also contain special category personal information, for example:

- Ethnicity;
- Religion;
- Health information;
- Trade Union Membership.

This information is generally provided by you, and sometimes it is provided by others, such as:

- Previous employers;
- DBS service;
- Occupational Health providers.

The school is the data controller for this information. Data processors may support this activity through the provision of systems. The legal basis we rely on when using this personal information is:

Employment Records:

We rely on our employment Contract with you and Legitimate Interests for personal data and for special category personal data Employment, Social Security and Social Protection, and Substantial Public Interest.

Trustee Records:

We rely on Legal Obligation for personal data and Substantial Public Interest for special category personal data.

Sometimes we may share this personal information, for example with one or more of the following:

- Central and local government departments;
- Health providers;
- Other education providers;
- Regulatory bodies;
- Professional Associations;
- Disclosure and Barring service;
- Insurance providers;
- Companies House.

This information will be retained for a minimum of 7 years from the end of service.

Recruitment Records

We collect information when recruiting to vacant posts. The information is likely to include:

- Name;
- Contact Details;
- Education History;
- Employment History;
- Vetting information;
- Referee Contact Details;
- Proof of Identity (e.g. Drivers licence, passport);

- Proof of right to work in UK where required;
- National Insurance Number;
- Proof of professional qualifications.

The records may also contain special category personal information, for example:

- Additional Needs (for interview purposes);
- Proof of right to work in UK where required.

This information is generally provided by you, and sometimes it is provided by others, such as:

- Previous employers;
- DBS service;
- Occupational Health providers.

The school is the data controller for this information. Data processors support this activity through the provision of systems. The legal basis's we rely on when using this personal information is our Legitimate Interests and Legal Obligation. The legal basis we rely on for the special category personal data is Employment, Social Security and Social Protection.

Sometimes we may share this personal information, for example with one or more of the following:

- Health providers;
- Referees;
- Regulatory bodies;
- Professional Associations;
- Disclosure and Barring service.

For unsuccessful candidates this information will be retained for a minimum of one year. Successful candidates' information will become part of their employee record (see first section of this notice – Employee Records).

General Information

No personal information is routinely available outside of the UK. Should a transfer of personal information be necessary we will only do so where it is permitted by law and where appropriate safeguards are in place.

For information about your rights in relation to this use of your personal information please see section 5 of our overarching privacy notice.

If you would like a copy of the Legitimate Interest Assessments we have completed for this activity, please contact the school office.

School Data Protection Role Contact Details

Role	Name	Email contact
Data Protection Officer (DPO)	Ms. L. Almond	IGS@essex.gov.uk
Senior Information Risk Owner (SIRO)	Mr. S. Proctor	admin@westthurrockacademy.co.uk
Information Champion (IC)	Mrs. J. Pitcher	admin@westthurrockacademy.co.uk
Information Governance Governor	Mrs. S. Stronach	Chair@westthurrockacademy.co.uk