

Privacy Notice (How we use Staff Information)

Who we are:

The Long Eaton School/Merill Academy/Lees Brook Community School are part of the Academy Trust called the Northworthy Trust, which is the organisation in charge of personal information. This means the Trust is called the Data Controller.

How we use your information:

We process personal data relating to those we employ to assist in the running of the Trust, enable individuals to be paid, enable the development of recruitment and retention policies and the development of a comprehensive picture of the workforce and how it is deployed.

This personal data includes identifiers such as names and national insurance numbers, employment contracts and remuneration details, qualifications and absence information. It will also include sensitive personal data such as ethnic group, medical information and trade union membership (if you choose to supply this information to us) and disciplinary/competency information. During the recruitment process we may receive information about you from a previous employer or an educational establishment which you have previously attended. You will know about this because you will have supplied us with the relevant contact details.

Collecting and using your information in this way is lawful because:

- The processing is necessary for the performance of your employment contract.
- The processing is necessary for the performance of a legal obligation to which the Academy Trust is subject to, for example our legal duty to safeguard pupils.
- The processing is necessary to protect the vital interests of others, i.e. to protect pupils from harm.
- The processing is necessary for the performance of our education function which is a function in the public interest.

When we collect personal information on our forms, we will make it clear whether there is a legal requirement for you to provide it, and whether there is a legal requirement on the Trust to collect it. If there is no legal requirement, then we will explain why we need it and what the consequences are if it is not provided.

How we share your information with third parties:

We will not share information about you with third parties without your consent unless the law allows us to. We are required, by law, to pass on some of the personal data which we collect to:

- our local authority
- the Department for Education (DfE)
- Office of National Statistics

The collection of this information will benefit both national and local users by:

- improving the management of workforce data across the sector
- enabling development of a comprehensive picture of the workforce and how it is deployed
- informing the development of recruitment and retention policies
- allowing better financial modelling and planning
- enabling ethnicity and disability monitoring; and
- supporting the work of the School Teachers' Review Body

Who we share information with:

- We disclose personal data about you to the Disclosure and Barring Service for the purposes of carrying out checks on your suitability for work with children.
- We disclose details about you including national insurance number and absence information to our payroll provider to enable you to be paid.
- We share your identity and pay information with HMRC in conjunction with your legal obligation to pay income tax and make national insurance contributions.
- Where you have decided to become part of a salary sacrifice scheme such as that for child care vouchers, we share your details with the provider to the extent necessary for them to provide the vouchers to you.
- We share your details with your pension provider in order to make sure that you pay the correct amount and maintain your entitlement to a pension upon your retirement. For teachers the scheme is the TPS, for support staff the scheme is LGPS.
- We share information with IT systems including Capita SIMS, PS Financials, HSCC Education, Microsoft, Inentry Ltd, Sage, Virtue Technologies and Impero Solutions.
- Potential future employers who have requested a reference.

Our disclosures to third parties are lawful because one of the following reasons applies:

- The disclosure is necessary for the performance of your employment contract
- The disclosure is necessary for the performance of a legal obligation to which the Academy Trust is subject, for example our legal duty to safeguard pupils
- The disclosure is necessary to protect the vital interests of others, i.e. to protect pupils from harm
- The disclosure is necessary for the performance of our education function which is a function in the public interest.

How long we keep your personal information:

We keep your information securely and only for as long as we need it or for as long as we are required by law to keep it. Full details are given in our records retention policy which can be found on the School/Trust website.

You have the right to:

- Ask for access to your personal information
- Ask for rectification of the information we hold about you
- Ask for the erasure of information about you
- Ask for our processing of your personal information to be restricted
- Data portability
- Object to us processing your information.

If you want to use your rights, for example, by requesting a copy of the information which we hold about you, please contact the DPO, Jayne Stone, The Northworthy Trust, The Long Eaton School, Thoresby Road, Long Eaton, Nottingham, NG10 3NP. More information about your rights is available in our Data Protection Policy, available on the Trust/School website. If at any time you are not happy with how we are processing your personal information then you may raise the issue with the Data Protection Officer and if you are not happy with the outcome you may raise a complaint with the Information Commissioner's Office:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF
Tel: 0303 123 1113 (local rate) or 01625 545 745 if you prefer to use a national rate number.