

Ormiston Academies Trust

Privacy notice: workforce

Policy version control

Policy type	Statutory
Author	Sonia Pressure (Data Protection Officer)
In consultation with	Data Strategy and Information Governance Board.
Approved by	James Miller, January 2020
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Description of changes	<p>Statement rebranded into current OAT style and contents page added.</p> <p>Changes to following sections:</p> <ol style="list-style-type: none"> 1. "Who we are", replaces individual Academy name to OAT. 1. Change to the DPO name, from James Miller to Sonia Pressure. 1. Removes the insertion of DPL details. 2. "Collecting and using your information...", example of "protect pupil from harm", has been replaced with "in order to save someone's life," 3. Our disclosures to third parties now includes "relevant to individual academy (as appropriate)". <p>There is no longer a requirement to provide a link to Academies website.</p> <ol style="list-style-type: none"> 6. "For staff based at Academy", there is no longer requirement to provide DPLs details. This has been replaced with "contact; your academy's nominated Data Protection Lead." 7. New section to include details "For staff based at Head Office". 7. Data Protection policy, new link to OAT policies and procedures. This replaces OAT website or Academy reception.

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Privacy notice: workforce

1. Who we are

For the purposes of Data Protection legislation Ormiston Academies Trust is the Data Controller. This means it is in charge of personal data about the workforce including staff based at Head Office and in any of the Trust's academies.

The postal address of the Academy Trust is:

Ormiston Academies Trust
Ormiston House
144, Newall Street
Birmingham
B3 1RY.

The Data Protection Officer for the Trust is Sonia Pressure. She can be contacted via dpo@ormistonacademies.co.uk or on 0121 262 4725.

In this policy 'we' and 'us' means Ormiston Academies Trust.

2. How we use your information

We process personal data relating to those we employ to work at, or otherwise engage to work at, the Trust. This is for employment purposes to assist in the running of the Academy Trust and to enable individuals to be paid.

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).

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.

For Governors and Volunteers, we collect and maintain personal data that could include name, photo ID evidence, DBS documentation, right to work documentation and dates of engagement, email address, and phone number. For contractors, we collect and maintain personal data that includes name, email address, phone number, company name and company address. For agency workers, we collect and maintain personal data that includes name, email address, phone number, organisation and organisational address.

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, for example our legal duty to safeguard pupils
- The processing is necessary to protect the vital interests of others, i.e. in order to save someone's life
- 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 Academy 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.

3. 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 data which we collect to:

- local authority, relevant to individual academy (as appropriate)
- the Department for Education (DfE)

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

If you require more information about how we and / or DfE store and use your personal data please visit:

- <https://www.gov.uk/data-protection-how-we-collect-and-share-research-data>

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 (Education Personnel Management – EPM) to enable you to be paid.

We disclose details such as name, address, telephone numbers, emergency contacts, NI number, date of birth, Teacher number (if applicable), ethnicity, gender, right to work status, qualifications, emails addresses, remuneration (bank) details, staff number, employment/contract details, absence and attendance data, about you to our HR provider (EPM) for the purposes of HR management.

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.

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. in order to save someone's life
- The disclosure is necessary for the performance of our education function which is a function in the public interest

4. How long we keep your personal information

We only keep your information 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 in the documents and policies section of the Ormiston Academies Trust website

http://www.ormistonacademiestrust.co.uk/documents_and_policies

5. Your rights

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.

6. For staff based at academies;

If you want to use your rights, for example, by requesting a copy of the information which we hold about you, please contact your academy's nominated Data Protection Lead.

7. For staff based at head office

If you want to use your rights, for example, by requesting a copy of the information which we hold about you, please contact the Data Protection Office, Sonia Pressure on dpo@ormistonacademiestrust.co.uk

More information about your rights is available in our data protection policy which is available http://www.ormistonacademiestrust.co.uk/documents_and_policies . 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.