



The Willow School and Broadwaters' Children's Centre Staff Privacy Notice

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, The Willow Primary School and Broadwaters' Children's Centre, Adams Road, N17 6HW, are the 'data controller' for the purposes of data protection law.

Our data protection officer is Mr Duwan Farquharson (see 'Contact us' below).

School workforce data that The Willow Primary School and Broadwaters' Children's Centre collects, processes, holds and shares

This includes:

- Personal information (such as name, contact details, employee or teacher number, national insurance number);
- Special categories of data including characteristics information such as age, ethnic group;
- Contract information (such as start dates, hours worked, post, roles and salary information);
- Work absence information (such as number of absences and reasons);
- Date of birth, marital status and gender
- Next of kin and emergency contact numbers
- 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 information
- Outcomes of any disciplinary and/or grievance procedures
- Absence data
- Copy of driving licence
- Photographs
- CCTV footage
- Data about your use of the school's information and communications system

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



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Why The Willow School and Broadwaters' Children's Centre collects and uses this information

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

- Enable the development of a comprehensive picture of the workforce and how it is deployed;
- Inform the development of recruitment and retention policies;
- Enable individuals to be paid.
- Facilitate safe recruitment, as part of our safeguarding obligations towards pupils
- Support effective performance management
- Allow better financial modelling and planning
- Enable ethnicity and disability monitoring
- Improve the management of workforce data across the sector
- Support the work of the School Teachers' Review Body

The lawful basis on which The Willow School and Broadwaters' Children's Centre process this information

The Willow School and Broadwaters' Children's Centre processes this information under:

- Article 6(1)(b) processing is necessary for the performance of a contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract.
- Article 9(2)(b) processing is necessary for the purpose of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment and social security and social protection law in so far as it is authorised by Union or Member State law or a collective agreement pursuant to Member State law providing for appropriate safeguards for the fundamental rights and the interests of the data subject.

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)

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 this information

Whilst the majority of information you provide to the School is mandatory, some of it is provided on a voluntary basis. In order to comply with data protection legislation, The Willow School and Broadwaters'



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Children's Centre will inform you whether you are required to provide certain school workforce information to us or if you have a choice in this.

Storing this information

The Willow School and Broadwaters' Children's Centre creates, holds and maintains an employment file and workforce data 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 the Retention Guidelines of IRMS [Information and Records Management Society's toolkit for schools](#)

Who does The Willow School and Broadwaters' Children's Centre shares this information with?

The Willow School and Broadwaters' Children's Centre routinely share this information with:

- Haringey Council; 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)
- Suppliers and service providers – to enable them to provide the service we have contracted them for, such as payroll
- Our regulator – e.g. OFSTED
- Our auditors
- Professional advisers and consultants

Unless the law requires the School to share your data, it will only do this with your consent.

Transferring data internationally

Where we transfer personal data to a country or territory outside the European Economic Area, we will do so in accordance with data protection law.

Why The Willow School and Broadwaters' Children's Centre shares school workforce information

The Willow School and Broadwaters' Children's Centre does not share information about workforce members with anyone without consent unless the law and our policies allow us to do so.

Haringey Council

The Willow School and Broadwaters' Children's Centre is required to share information about its workforce members with Haringey Council under section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments.



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Department for Education (DfE)

The School shares personal data with the Department for Education (DfE) on a statutory basis. This data sharing underpins workforce policy monitoring, evaluation, and links to school funding / expenditure and the assessment educational attainment.

The School is required to share information about our school employees with our local authority (LA) and the Department for Education (DfE) under section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments.

Data collection requirements

The DfE collects and processes personal data relating to those employed by schools. All state funded schools are required to make a census submission because it is a statutory return under sections 113 and 114 of the Education Act 2005.

To find out more about the data collection requirements placed on us by the Department for Education including the data that we share with them, go to <https://www.gov.uk/education/data-collection-and-censuses-for-schools>.

The department may share information about school employees with third parties who promote the education or well-being of children or the effective deployment of school staff in England by:

- conducting research or analysis
- producing statistics
- providing information, advice or guidance

The department has robust processes in place to ensure that the confidentiality of personal data is maintained and there are stringent controls in place regarding access to it and its use. Decisions on whether DfE releases personal data to third parties are subject to a strict approval process and based on a detailed assessment of:

- who is requesting the data
- the purpose for which it is required
- the level and sensitivity of data requested; and
- the arrangements in place to securely store and handle the data

To be granted access to school workforce information, organisations must comply with its strict terms and conditions covering the confidentiality and handling of the data, security arrangements and retention and use of the data.

For more information about the department's data sharing process, please visit: <https://www.gov.uk/data-protection-how-we-collect-and-share-research-data>

To contact the department: <https://www.gov.uk/contact-dfe>



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Requesting access to your personal data

Under data protection legislation, you have the right to request access to information about you that we hold. To make a request for your personal information, contact Mr Duwan Farquharson (see 'Contact us' below) and or complete the Subject Access Request Form.

You also have the right to:

- Object to processing of personal data that is likely to cause, or is causing, damage or distress
- Prevent processing for the purpose of direct marketing
- Object to decisions being taken by automated means
- In certain circumstances, have inaccurate personal data rectified, blocked, erased or destroyed; and
- Claim compensation for damages caused by a breach of the Data Protection regulations

If you have a concern about the way the School is collecting or using your personal data, we ask that you raise your concern with the School in the first instance. Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/>

Further information

If you would like to discuss anything in this privacy notice, please contact:

Mr Duwan Farquharson on 020 8858800 or via email at admin@thewillow.haringey.sch.uk FAO Data Protection Officer

This notice is based on the [Department for Education's model privacy notice](#) for the school workforce, amended to reflect the way we use data in this school.