

Employee Privacy Notice

This privacy notice has been written to inform prospective, current and former employees of South Bank Multi Academy Trust about how and why we process their personal data.

Who are we?

South Bank Multi Academy Trust (SBMAT) is a 'Data Controller' as defined by Article 4 (7) of the UK GDPR. This means that we determine the purposes for which, and the manner in which, your personal data is processed. We have a responsibility to you and your personal data and will only collect and use this in ways which are compliant with data protection legislation.

The SBMAT has appointed Veritau Ltd to be its Data Protection Officer (DPO). The role of the DPO is to ensure that SBMAT is compliant with the UK GDPR and to oversee data protection procedures. If you would like to discuss anything in the privacy notice, please contact the school Business Manager/Office Manager or Veritau Ltd. Veritau's contact details are:

Schools Data Protection Officer
Veritau Ltd
County Hall
Racecourse Lane
Northallerton
DL7 8AL

schoolsDPO@veritau.co.uk
01904 554025

Please ensure you include the name of your school in all correspondence



What information do we collect and why do we need it?

The personal data we collect about you includes, but is not necessarily limited to:

- Personal identifiers (your name, address, date of birth, employee or teacher number, national insurance number, etc.),
- Previous job experience and qualifications (including copies of certificates and employment references),
- Information about your employment attendance (including reasons) and performance (including disciplinary information),
- Information about your ethnicity, religious beliefs, gender, trade union membership (for the purposes of equality monitoring),
- Information about your right to work.

- Relevant medical information which affects your employment,
- Relevant criminal history data as required to determine suitability for the role,
- Emergency contact information of those individuals you identify,
- Financial information, including bank account information, tax, national insurance and pension contributions to facilitate salary payments,
- Contract information, including post, roles, start dates, hours worked, etc.

Methods of collecting this information about you:

- Documents supplied by you in the course of your job application,
- Checks carried out with professional bodies,
- Information provided by previous employers.

We process your information for the reasons outlined below. This is in order to fulfil our obligations associated with your employment in line with Article 6(1)(b) (contractual obligation), Article 6(1)(c) (legal obligation and Article 9(2)(b) (employment and social security and social protection law) of the UK GDPR:

- Contractual requirements,
- Employment checks e.g. right to work in the UK,
- Salary requirements,
- Inform the development of recruitment and retention policies, and to allow us to monitor whether these policies are effective in promoting diversity in the workforce. Information used for this purpose will be anonymous,
- We also may retain some information for historical and archiving purposes in the public interest.

To process your criminal history data, SBMAT relies on the following conditions under Schedule 1 of the Data Protection Act 2018:

- (6) Statutory and government purposes,
- (10) Preventing or detecting unlawful acts,
- (18) Safeguarding of children and individuals at risk.

Most of the personal information we collect from you is mandatory in order to fulfil the obligations stipulated above, however some of the information that we may ask you to provide is voluntary, for example additional ethnicity information. In this instance, we rely on Article 6(1)(a) (consent) and Article 9(2)(a) (explicit consent) to process this information. We will inform you of your choice not to provide this information prior to collection of the data.

Photographs

We will seek your consent to use your photo on our website. Please note that you can withdraw this consent at any time.

Where we are processing your personal data with your consent you have the right to withdraw that consent. If you change your mind, or are unhappy with our use of your personal data, please let us know by contacting the school Business Manager/Office Manager.

Who has access to your personal data?

Your information will only be made available to those who need it to do their job in relation to your employment. This includes your line manager(s), the business manager, and relevant administrative staff.

Your work email address and telephone number will be available in our internal telephone directory which is accessible to all staff.

Who do we share your personal data with?

We will share your information with the following organisations:

- The Department for Education (DfE) collects personal data from educational settings and local authorities via various statutory data collections. We are required to share information about our school employees with the DfE under section 5 of the Education (supply of Information about the School Workforce) (England) Regulations 2007 and amendments,
- HM Revenue & Customs,
- Department of Work and Pensions, if applicable,
- Pension Fund/Teachers' Pensions fund,
- Any salary sacrifice arrangement you sign up to e.g. a charity, Everybody Benefits,
- Your trade union, if applicable,
- Examining bodies, if applicable,
- Payroll systems administrator (EduPay)
- Disclosure and barring service to conduct criminal record checks, if applicable,
- Prospective future employers, landlords, letting agents, or mortgage brokers where you have asked them to contact us to seek a reference.

We have duties under the Freedom of Information Act 2000 to disclose information we hold unless there is a very good reason to withhold it. Therefore we may disclose your name and work email address publicly in response to a request if we are required to do so.

SBMAT also has a specific duty (section 537A of the Education Act 1996) to share your information with the Department of Education for the purpose of the annual school census.

How long do we keep your personal data for?

SBMAT will keep your data in line with our GDPR Document Retention Policy. Most of the information we process about you will be determined by statutory obligations. Any personal information which we are not required by law to retain will only be kept for as long as necessary to fulfil our organisational needs.

Do you transfer my data outside of the UK?

Generally the information that the school holds is all held within the UK. However, some information may be held on computer servers which are held outside of the UK. We will take all reasonable steps to ensure your data is not processed in a country that is not seen as 'safe' by the government. If we do need to send your data out of the European Economic Area it will ensure extra protection from loss or unauthorised access.

What rights do you have over your data?

Under the UK GDPR, individuals have the following rights in relation to the processing of their personal data:

- To be informed about how we process your personal data. This notice fulfils this obligation,
- To request access to your personal data that we hold, and be provided with a copy of it,
- To request that your personal data is amended if inaccurate or incomplete,
- To request that your personal data is erased where there is no compelling reason for its continued processing,
- To request that the processing of your personal data is restricted,
- To object to your personal data being processed.

If you have any concerns about the way we have handled your personal data or would like any further information, then please contact our DPO on the address provided above.

If we cannot resolve your concerns you may also complain to the Information Commissioner's Office (the Data Protection Regulator) about the way in which SBMAT has handled your personal data. You can do so by contacting:

First Contact Team
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow Cheshire
SK9 5AF
icocasework@ico.org.uk // 0303 123 1113