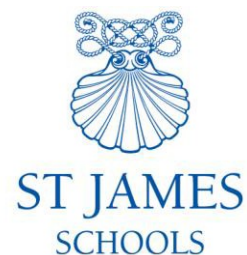


The Independent Educational Association Ltd.



How We Use Your Information Staff Privacy Notice

St James Schools

September 2021

Introduction

- 1 This Privacy Notice (**Notice**) is to help you understand **how** and **why** we collect personal information about you and **what** we do with that information. It also explains the decisions that you can make about your own information.
- 2 This Notice is aimed at all School staff (including employees, Governors, work experience/placement students, volunteers and certain contractors and agency staff) and applicants for employment vacancies. This Notice does not form part of your contract of employment and the School may amend this notice at any time.

What is "personal information"?

- 3 Personal information is information which is about you and from which you can be identified.
- 4 This includes your contact details, next of kin and financial information. We will also hold information such as your religion or ethnic group for the purposes of identifying any barriers to diversity among our workforce. CCTV, photos and video recordings of you are also personal information.

What personal information does the School hold about you and how is this obtained?

- 5 We set out below examples of the personal information the School holds about you and where this personal information comes from.

Information about you is gathered during the recruitment process for example:

- 5.1 information about your education, qualifications and professional achievements;
 - 5.2 when you provide certain information to us, for example, on your application form and during any interviews;
 - 5.3 when we obtain information from publicly available sources such as your social media profiles; and
 - 5.4 when we receive your personal information (from you and third parties) in carrying out pre-employment checks, for example, when we receive references, confirmation of your fitness to work, your right to work in the UK and criminal records checks.
- 6 We will hold information about your job performance. This includes information about skills, achievements, career progression, performance and disciplinary related matters.
 - 7 We hold and use your financial information, such as, your bank details, your salary and pension details.
 - 8 We will hold information about any physical or mental health condition you may have which is disclosed to the School during the recruitment process or at any stage during your employment.
 - 9 We will hold information about any protected characteristics you may have (e.g. a disability). This helps us make reasonable adjustments where appropriate and so that we can maintain the diversity of the staff in the School.

- 10 Your personal information will be created internally by the School during the course of your employment or whilst you are volunteering with the School. An email from the Head to a member of staff complimenting them on class management would be an example of this.
- 11 Your personal information may be acquired from outside of the School community such as from occupational health practitioners or from public authorities such as the Police or the Local Authority Designated Officer.
- 12 Pupils will often provide us with your personal information, for example, if a pupil emails their form teacher to say how much they are helping them with their work.
- 13 Your personal information will be held on the School's Single Central Register.

The purposes for which we use your information and the lawful bases

- 14 This section contains information about the lawful bases that we are relying on when handling your information.
- 15 The two tables below contain a general description of the different lawful bases but we have also used a colour code system so that you can see which bases we are relying on for each of the purposes described at paragraphs 18 to 39 below.
- 16 If we do not have a contract with you, for example, if you are a governor or volunteer, we will not rely on the contractual basis ("CT") to use your information.

Legitimate interests ("LI")

This means that the School is using your information when this is necessary for the School's legitimate interests except when your interests and fundamental rights override our legitimate interests.

Specifically, the School has a legitimate interest in:

- looking after your welfare and development and the welfare and development of others;
- safeguarding and promoting the welfare of pupils;
- providing an education to pupils;
- using photographs of you for promotional purposes (e.g. on the School's website);
- promoting the objects and interests of the School. This includes fundraising and using information about you in our publicity material e.g. photographs.
- making sure that the School is well managed and that we protect the School's reputation;
- making sure that you are complying with your employment obligations and that the School is complying with its employment obligations;
- using your information in connection with legal disputes. For example, if a parent or former pupil brings a claim against the School;
- facilitating the efficient operation of the School; and
- ensuring that all relevant legal obligations of the School are complied with (for example in relation to inspections).

In addition your personal information may be processed for the legitimate interests of others. For example with external activity providers if they need to contact you directly or for their own emergency or insurance purposes.

Necessary for contract ("CT")

We will need to use your information in order to comply with our contractual obligations and for you to perform your obligations as well. This includes where you have asked us to do something before entering into a contract. For example:

- we need your name and bank details so that we can pay you your salary;
- we may need to provide your personal information to a pension provider so that you can benefit from your pension entitlement; and
- we also need to use your personal information to provide contractual benefits, such as a school fee discount.

Legal obligation ("LO")

As a School we have to comply with various laws and this entitles us to use your information where necessary. For example:

- to make sure that you have the right to work in the UK;
- to fulfil our duty of care to you and your colleagues;
- to fulfil our safeguarding duties towards pupils; and
- sometimes we will be legally obliged to disclose your information to third parties such as the Disclosure and Barring Service (**DBS**), local authorities or the police. More detail of when we will do so is set out at paragraph 21 below.

Vital interests

In limited circumstances we may use your information where this is necessary to protect your vital interests or someone else's. For example, to prevent someone from being seriously harmed or killed.

Performance of a task carried out in the public interest (or carrying out public tasks) ("PI")

The following are examples of when we use your information to perform tasks in the public interest:

- looking after your welfare and development and the welfare and development of others. This includes equal opportunities monitoring;
- safeguarding and promoting the welfare of our pupils and others;
- providing pupils with an education;
- ensuring the security of the school site which may involve issuing you with a photocard;
- making sure that you are complying with your employment obligations;
- facilitating the efficient operation of the School; and
- ensuring that we comply with all of our legal obligations.

The School must also comply with an additional condition where it processes special categories of personal information. These special categories are as follows: personal information revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic information, biometric information, health information, and information about sex life or orientation. The bases that we are relying on to process special categories of personal information are set out below:

Employment, social security and social protection ("ESP")

The processing is necessary for the purposes of carrying out the obligations and exercising specific rights of the School and staff in the field of employment, social security or social protection. Social security and protection is concerned with preventing, managing, and overcoming situations that adversely affect people's wellbeing. For example, sometimes this would allow us to disclose your information to third parties such as the DBS or occupational health services. More detail of when we will do so is set out at paragraphs 21 and 22 below.

Vital interests

To protect the vital interests of any person where that person cannot give consent, for example, if they are seriously hurt and are unconscious.

Legal claims ("LC")

We are allowed to use your information if this is necessary for the establishment, exercise or defence of legal claims. For example this allows us to share information with our legal advisors and insurers.

Medical purposes ("MP")

This includes medical treatment and the management of healthcare services.

Substantial public interest ("SPI")

The School is also allowed to use special categories of personal information where doing so is necessary in the substantial public interest.

How and why does the School use your personal information?

- 17 We set out below examples of the different ways in which we use personal information and where this personal information comes from. The letters highlighted in different colours below refer to the lawful bases we are relying on. Please see the section above for an explanation.
- 18 We commonly use personal information for:
- 18.1 providing education and support to our pupils - LI, PI, SPI;
 - 18.2 ensuring that we provide a safe and secure work environment - LI, PI, ESP, SPI;
 - 18.3 providing employment services (such as payroll) - LI, CT;
 - 18.4 providing training and support - LI, PI, SPI;
 - 18.5 protecting and promoting the School's interests and objectives (including fundraising) - LI;
 - 18.6 personnel, administrative and management purposes and to enable us to meet our legal obligations as an employer. For example, to pay staff and to monitor their performance - LI, CT, LC, PI, ESP, SPI;
 - 18.7 safeguarding and promoting the welfare of staff, pupils and others - LI, PI, ESP, SPI; and
 - 18.8 fulfilling our contractual and other legal obligations - CT, LC, ESP.
- 19 Some specific examples of when the School uses your personal information are set out below:

- 19.1 We use your personal information to consider your suitability to work in your role at the School - **LI**, **LG**, **PI**, **SP**.
- 19.2 We will check that you have the right to work in the UK by reviewing your identification documents and keeping copies on your personnel file - **LI**, **LG**.
- 19.3 We will use your personal information in addressing any performance or disciplinary concerns which arise - **LI**.
- 19.4 We will use information relating to any medical condition you may have in order to verify fitness to work, monitor sickness absence and comply with our duty of care towards you - **LI**, **MP**.
- 19.5 We will use your information when dealing with complaints and grievances with which you are involved (e.g. from other staff, pupils and parents) - **LI**.
- 19.6 Ensuring the security of the school site which may involve issuing you with a photocard - **LI**.
- 19.7 We often use photographs and video recordings of staff, for marketing and promotion purposes. This will include in School publications, in social media and on the School website - **LI**.
- 19.8 Where appropriate, the School will have information about your religious beliefs and practices to help the School accommodate your needs. For example, if you do not eat certain foods - **LI**, **PI**, **SP**.
- 19.9 We will hold information about any protected characteristics you may have (e.g. a disability). This helps us make reasonable adjustments where appropriate and so that we can maintain the diversity of the staff in the School - **LI**, **PI**, **SP**, **ESP**.
- 19.10 We will also allow external publication of certain media where appropriate (for example, a photograph or article in a local newspaper) - **LI**.
- 19.11 We may also make recordings for teaching purposes, for example, recording a drama lesson to provide feedback to you or pupils. We may also record lessons for pupils who were not able to attend in person - **LI**, **PI**, **SP**.
- 19.12 We use CCTV recordings for the purposes of crime prevention and investigation and also in connection with our obligation to safeguard the welfare of pupils, staff and visitors to the School site - **LI**, **PI**, **SP**.
- 19.13 The School regularly monitors and accesses its IT system for purposes connected with the operation of the School. The School IT system includes any hardware, software, email account, computer, device or telephone provided by the School or used for School business. The School will also monitor staff use of the School telephone system and voicemail messages. Staff should be aware that the School will monitor the contents of a communication (such as the contents of an email) - **LI**, **PI**, **SP**.
- 19.14 The purposes of such monitoring and accessing include:
- 19.14.1 to help the School with its day to day operations. For example, if a member of staff is on holiday or is off sick, their email account will be monitored in case any urgent emails are received - **LI**; and
- 19.14.2 to check staff compliance with the School's policies and procedures and to help the School fulfil its legal obligations. For example, to investigate

allegations that a member of staff has been using their email account to send abusive or inappropriate messages - **LI**.

- 19.15 Monitoring will be carried out on a random basis and it may be carried out in response to a specific incident or concern - **LI**.
- 19.16 The School also uses software which automatically monitors the School IT system (for example, it would raise an alert if a member of Staff visited a blocked website or sent an email containing an inappropriate word or phrase). - **LI**
- 19.17 The monitoring is carried out by Lightspeed Systems. If anything of concern is revealed as a result of such monitoring then this information will be shared with the Head / Chief Operating Officer (COO) and this may result in disciplinary action. In exceptional circumstances concerns will need to be referred to external agencies such as the Police - **LI**.
- 19.18 We may use your information when ensuring network and information security, for example, our anti-virus software might scan files containing information about you - **LI**.
- 19.19 We will send you information about how to support the School, for example fundraising opportunities and event invitations - **LI**.
- 19.20 We will keep details of your address when you leave our employment so we can send you the school magazine, newsletter and keep in touch - **LI**.
- 19.21 we provide you with accommodation under your contract of employment we will use your personal information as part of this provision - **LI**, **CT**, **PI**, **ESP**, **MP**.
- 19.22 We also keep some information indefinitely for archiving purposes (this is known as "archiving in the public interest" under data protection law) and for historical research purposes. This includes the School's legitimate interest in research; supporting long-term accountability; enabling the discovery and availability of the School and the wider school community's identity, memory, culture and history; enabling the establishment and maintenance of rights and obligations and of precedent decisions; educational purposes; and commercial and non-commercial re-use. For example, we keep some old photographs so that we have a record of what the School was like in the past - **LI**, **PI**.
- 19.23 Information held in our archive may be made publicly available but this would only be done in compliance with data protection laws.

How does the School share staff personal information with third parties?

- 20 We will need to share your information with:
- 20.1 the Disclosure and Barring Service (**DBS**), Atlantic Data and the Teaching Regulation Agency (previously known as the National College for Teaching and Leadership (if applicable) when complying with our legal duty to carry out pre-appointment suitability checks - **LI**, **LG**, **PI**, **ESP**, **MP**; and
- 20.2 the DBS and/or Teaching Regulation Agency (if applicable) if circumstances arise in which we are either required to make a referral to either or both of these bodies or we consider it to be appropriate in the circumstances to do so - **LI**, **LG**, **PI**, **ESP**, **MP**.
- 21 To fulfil our obligations to you as an employer we will need to share your information with medical professionals, such as occupational health services, where we are making a referral - **LI**, **CT**, **MP**.

- 22 Occasionally we may use consultants, experts and other advisors (including legal advisors and accountants) to assist us in fulfilling our obligations and to help run the School properly. We will share your information with them if this is relevant to the work they carry out - **LI, PI, ESP, LO, SO**.
- 23 In accordance with our legal obligations, we will share information with the Independent Schools Inspectorate, for example, during the course of an inspection, and may need to share your information with the Department for Education - **LI, LO, PI, ESP, SO**.
- 24 As an employer we must check if you can work in the UK before we employ you. Additionally, if you are sponsored by us under Tier 2 or Tier 5 in certain circumstances we will have to provide information about you to UK Visas and Immigration to comply with our duties as a Tier 2/5 sponsor - **LI, LO, SO**.
- 25 We may share some of your information with our insurance company to make sure that we have the insurance cover that we need or in connection with an actual or possible claim - **LI, PI, SO, LO**.
- 26 We may share your information with benefits providers, for example, to ensure that you are able to take advantage of the benefit - **LI, CT, PI, ESP, SO**.
- 27 We may need to share information about you with the Health and Safety Executive (a government organisation) if there is a health and safety issue at the School - **LI, LO, PI, ESP, SO**.
- 28 The School is a charity which means that in exceptional circumstances we may need to share your information with the Charity Commission e.g. in the event of a serious incident. - **LI, LO, PI, ESP, SO**.
- 29 If the School is dealing with a request for information, query, complaint or grievance (e.g. from a colleague or a parent), we may need to share your information with other parties if it is relevant and appropriate to do so. For example, with the appropriate staff, the colleague, pupil or parent involved and governors - **LI, PI, SO**.
- 30 Some of the records the School keeps and which contain your personal information may be used by the School (or by someone else such as the government) to check that the School has been a good school - **LI, PI, SO**.
- 31 If appropriate, we will share your information with individuals connected to the School who are exercising their data protection rights, for example, when responding to a subject access request - **LI, LO**.
- 32 We may share your information with the other schools in the group. For example, information about which pupils you teach and/or information relating to the pre-employment checks the School has carried out - **LI, PI, ESP, SO**.
- 33 If ever in the future, we are considering restructuring the charity which operates the School, we may share your information with the other parties involved and with the relevant professional advisors - **LI**.
- 34 We will share personal information about staff with the relevant statutory agencies if it is appropriate to share this information to investigate allegations of misconduct - **LI, LO, PI, ESP, SO**.
- 35 We may need to share your information with the Local Authority Designated Officer in accordance with our safeguarding obligations - **LI, LO, PI, ESP, SO**.

- 36 On occasion, we may need to share your information with the Police for the prevention and investigation of crime or the apprehension or prosecution of offenders. We will only do this in specific circumstances to assist the police with their investigations. In exceptional circumstances CCTV recordings may be disclosed to third parties such as the police - **LI**, **LO**, **PI**, **ESP**, **GD**.
- 37 If appropriate, we will share your information with parents and pupils where this is related to your professional duties, such as information about the subjects you teach - **LI**, **PI**, **ESP**, **GD**.
- 38 We may need to share your information if there is an emergency, for example, if you are hurt in an accident - **LI**, **PI**, **ESP**, **GD**.
- 39 We use contractors to handle personal information on our behalf for the following are examples:
- our payroll provider;
 - IT consultants who might access information about you when checking the security of our IT network; and
 - we use third party "cloud computing" services to store some information rather than the information being stored on hard drives located on the School site.

Transfers of your personal information overseas

- 40 We may send your information to countries which do not have the same level of protection for personal information as there is in the UK. For example, where we transfer information about staff to an activity provider being used during a school trip to South Africa.
- 41 The European Commission has produced a list of countries which have adequate data protection rules. The list can be found here: https://ec.europa.eu/info/law/law-topic/data-protection/data-transfers-outside-eu/adequacy-protection-personal-data-non-eu-countries_en
- 42 If the country that we are sending your information to is not on the list, or is not a country within the EEA (which means the European Union, Liechtenstein, Norway and Iceland), then it might not have the same level of protection for personal information as there is in the UK.
- 43 We will provide you with details about the safeguards which we have in place outside of this privacy notice. If you have any questions about the safeguards that are in place please contact the COO.

For how long does the School keep staff personal information?

- 44 We keep your information for as long as we need to in relation to your employment. We will keep some information after you have left the School in case this is needed, for example, in relation to our legal obligations.
- 45 In some cases we may keep your information for a longer time than usual but we would only do so if we had a good reason and only if we are allowed to do so under data protection law.
- 46 Please see our Information and Records Retention Policy for information on how long we keep your personal information for. This can be found on our website under *School Life* and then *Policies*.

Processing in line with your rights

- 47 Data protection legislation gives you a number of rights regarding your information. Your rights are as follows:

- 47.1 **Rectification:** if information the School holds about you is incorrect you can ask us to correct it.
- 47.2 **Access:** you can also ask what information we hold about you and be provided with a copy of it. This is commonly known as making a subject access request. We will also give you extra information, such as why we use this information about you, where it came from and what types of people we have sent it to.
- 47.3 **Deletion:** you can ask us to delete the information that we hold about you in certain circumstances. For example, where we no longer need the information.
- 47.4 **Portability:** you can request the transfer of your information to you or to a third party in a format that can be read by computer. This applies where (a) the information has been provided by you; (b) the basis that we are relying on to process your information is consent or contract (please see "Our lawful bases for using your information" above); and (c) the information is being processed by us on computer.
- 47.5 **Object:** you may object to us using your information where:
- 47.5.1 we are using it for direct marketing purposes (e.g. to send you the school magazine);
- 47.5.2 the legal basis on which we are relying is either legitimate interests or performance of a task carried out in the public interest. Please see the section "Our lawful bases for using your information" above;
- 47.5.3 if we ever use your information for scientific or historical or scientific research purposes or statistical purposes.
- 47.6 **Restriction:** our use of information about you may be restricted in some cases. For example, you may ask us to only store it while we check its accuracy, if you have told us that the information is inaccurate.
- 48 The COO can give you more information about your data protection rights. To exercise any of your rights you can submit your request in writing to the COO at coo@stjameschools.co.uk.

Criminal offence information

- 49 In exceptional circumstances, we may only use information about criminal convictions or offences. We will only do this where the law allows us to. This will usually be where such processing is necessary to carry out our obligations or to exercise our rights or where there is a substantial public interest in doing so.
- 50 Less commonly, we may use information relating to criminal convictions and offences where it is necessary in relation to legal claims, where it is necessary to protect your interests (or someone else's interests) and you are not capable of giving your consent, or where you have already made the information public.

Consent

- 51 We may ask for your consent to use your information in certain ways as an alternative to relying on any of the bases in the tables above. For example, we may ask for your consent before taking or using some photographs and videos if the photograph or video is more intrusive and we cannot rely on legitimate interests. If we ask for your consent to use your personal information you can take back this consent at any time. Any use of your information before you withdraw your consent remains valid. You can speak to the COO if you would like to withdraw any consent given.

More than one basis

- 52 As you will see from this Notice, in some cases we will rely on more than one basis above for a particular use of your information. In addition, we may move from one of the lawful bases listed above to another as circumstances change. For example, as a safeguarding matter becomes more serious, we may start to rely on legal obligation to share personal information with the local authority in addition to the other lawful bases which are noted for safeguarding purposes.

Further information

- 53 This privacy notice does not, and is not intended to, give you any rights which you did not already have. For example, it does not give you any additional employment or contractual rights.
- 54 **Contact:** If you would like any further information about anything within this notice please contact the COO. The COO's contact details are coo@stjameschools.co.uk.
- 55 Please contact the COO if:
- 55.1 you would like us to update the information we hold about you; or
 - 55.2 you would prefer that certain information is kept confidential.
- 56 There is certain information that you are required to provide to us so that we can enter into a contract of employment with you. This includes your contact details, details of your qualifications, details of your right to work in the UK and your bank details. If you fail to provide certain information when requested, we may not be able to perform our obligations under the contract of employment or agreement we have entered into with you (such as paying you or providing a benefit). Alternatively, we may be prevented from complying with our legal obligations (such as to ensure the health and safety of our workers).
- 57 You have a right to lodge a complaint with a data protection supervisory authority. The supervisory authority in the UK is the Information Commissioner's Office - www.ico.org.uk. If you do have any concerns about how we have handled your personal information we would kindly ask that you contact us in the first instance before you speak to the ICO so that we have an opportunity to put things right.