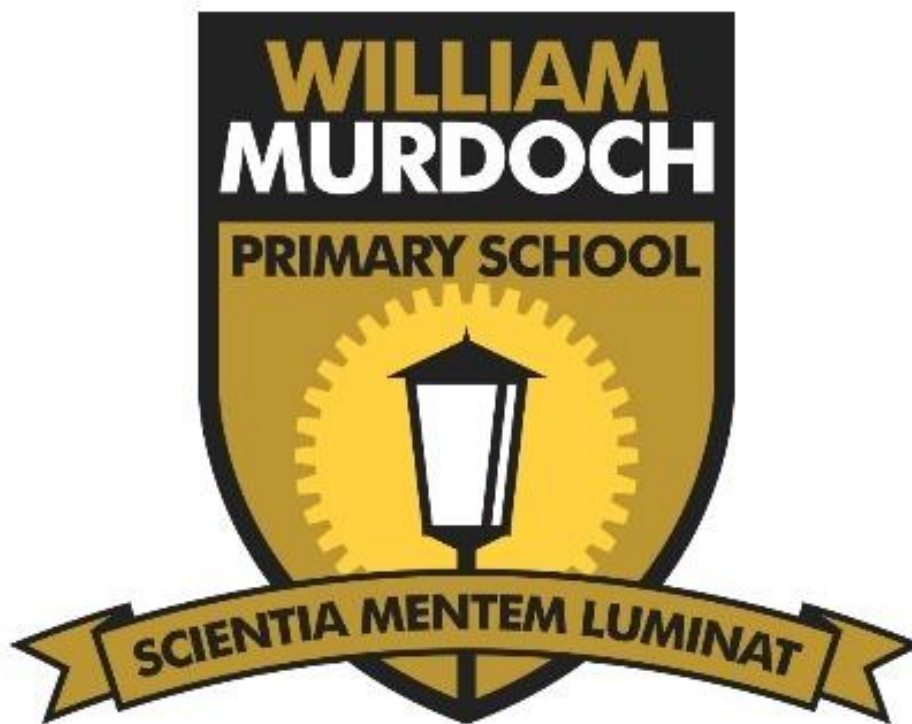


# William Murdoch Primary School

## Privacy Notice School Workforce



|                            |                                          |                           |
|----------------------------|------------------------------------------|---------------------------|
| <b>Approved by:</b>        | Finance, Premises & Curriculum Committee | <b>Date:</b> 16 June 2026 |
| <b>Last reviewed:</b>      |                                          |                           |
| <b>Next review due by:</b> |                                          |                           |
|                            | 16 June 2027                             |                           |

# **Privacy notice – how school workforce information is used**

## **What categories of information are processed?**

The categories of personal information that we process include the following:

- Personal information – e.g. name, employee, teacher number, National Insurance number, and contact details
- Characteristics information – e.g. gender, age and ethnicity
- Contract information – e.g. start date, hours worked, post, roles and salary information
- Work absence information – e.g. number of absences and reasons for absence
- Qualifications and, where relevant, the subjects taught

This list is not exhaustive – to access the current list of categories of information the school processes, please see the school's **Data Asset Register** accessible via the school Main Office.

## **Why do we collect and use your information?**

We collect and use your information for the following reasons:

- To enable the development of a comprehensive picture of the workforce and how it is deployed
- To inform the development of recruitment and retention policies
- To enable individuals to be paid

Under the UK General Data Protection Regulation (UK GDPR), the legal basis/bases we rely on for processing personal information for general purposes are:

- Article 6(1)(b) Contract; Article 6(1)(c) Legal Obligation; Article 6 (1)(e) Public task

For special category data, we also rely on the following conditions under Article 9 of the UK GDPR:

- Article 9(2)(b) Employment; Article 9(2)(g) Substantial public interest

## **How do we collect your information?**

We collect your personal information through recruitment processes, contracts, payroll systems, absence reporting, safeguarding records, appraisal documentation and direct communication.

Workforce data is essential for the school's operational use. Whilst most information you provide to us is mandatory, some of it is requested on a voluntary basis. To comply with the UK GDPR, we will inform you at the point of collection whether you are required to provide certain information to us or if you have a choice.

## **How do we store your information?**

Data is securely stored electronically and physical records. Access is restricted through role-based permissions and protected by passwords and encryption. Retention is in line with the Records Management Policy.

## **Who do we share your information with?**

We routinely share your information with:

- The Local Authority (LA), where applicable
- The Department for Education (DfE), payroll provider Access, HR providers SIPS Education Ltd and Definitely HR, and relevant safeguarding or statutory bodies where required.

## **Why do we share your information?**

We do not share information about you with anyone without your consent, unless the law and our policies allow us to do so.

### **Sharing with the Local Authority (LA)**

We are required to share information about our school workforce with our LA under section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments.

### **Sharing with the Department for Education (DfE)**

The DfE collects personal data from educational settings and LAs via various statutory data collections.

We are required to share information about you with the DfE under for the purpose of these data collections, under:

We are required to share information about our school employees with the DfE section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments.

All information we share with the DfE is transferred securely and held by the DfE under a combination of software and hardware controls which meet the current government security policy framework, which can be found by following the link below:

<https://www.gov.uk/government/publications/security-policy-framework>

## **How does the government use your data?**

The workforce information that we lawfully share with the DfE through data collections:

- Informs the DfE's policy on pay and the monitoring of the effectiveness and diversity of the school workforce.
- Links to school funding and expenditure.
- Supports longer term research and monitoring of educational policy.

You can find more information about the data collection requirements placed on us by the DfE by following this link: <https://www.gov.uk/education/data-collection-and-censuses-for-schools>.

The DfE may share your information with third parties who promote the education or wellbeing of children or the effective deployment of school staff in England by:

- Conducting research or analysis.
- Producing statistics.

- Providing information, advice or guidance.

The DfE 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 and use of the information. The DfE makes decisions on whether they will share personal information with third parties based on an approval process, where the following areas are considered in detail:

- Who is requesting the information.
- The purpose for which the information is required.
- The level and sensitivity of the information requested.
- The arrangements in place to securely store and handle the information.

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

### How to find out what personal information the DfE holds about you

Under the Data Protection Act 2018, you are entitled to ask the DfE what personal information it holds about you. You have the right to ask the DfE:

- If it processes your personal data.
- For a description of the data it holds about you.
- The reasons it is holding your data and any recipient it may be disclosed to.
- For a copy of your personal data and any details of its source.

To exercise these rights, you should make a subject access request. Information on how to do this can be found by following this link:

<https://www.gov.uk/government/organisations/department-for-education/about/personal-information-charter>.

You can also contact the DfE directly using its online contact form by following this link: <https://www.gov.uk/contact-dfe>.

### What are your rights?

You have specific rights to the processing of your data; these are the right to:

- Request access to the information the school holds about you.
- Restrict our processing of your personal data, i.e. permitting its storage but no further processing.
- Object to direct marketing (including profiling) and processing for the purposes of scientific and/or historical research and statistics.
- Have your personal data rectified if it is inaccurate or incomplete.
- Not be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect on you.
- Request the deletion or removal of personal data where there is no compelling reason for the continued processing.

If you want to request access to the personal information we hold about you, please contact Mrs C Mason via email [c.mason@williammurdoch.bham.sch.uk](mailto:c.mason@williammurdoch.bham.sch.uk)

If you are concerned about the way we are collecting or using your information, please raise your concern with the school's Data Protection Officer in the first instance. You can also contact the ICO at <https://ico.org.uk/concerns>.

### How to withdraw consent and lodge complaints

Where our school processes your personal data with your consent, you have the right to withdraw your consent at any time.

If you change your mind or are unhappy with how our school uses your personal data, you should let us know by contacting the Data Protection Officer, Mrs C Mason, [c.mason@williammurdoch.bham.sch.uk](mailto:c.mason@williammurdoch.bham.sch.uk).

### Updating this privacy notice

We may need to update this privacy notice periodically if we change how we collect and process data. The school will inform you when this privacy notice has changed; however, we also recommend that you revisit this privacy notice periodically.

This privacy notice was last updated on 16 June 2026

### How can you find out more information?

If you would like to discuss anything in this privacy notice, please contact Mrs C Mason, [c.mason@williammurdoch.bham.sch.uk](mailto:c.mason@williammurdoch.bham.sch.uk)

If you require further information about how we and/or the DfE store and use your personal data, please visit our website, <https://www.williammurdoch.bham.sch.uk/>, the Gov.UK website (<https://www.gov.uk/guidance/data-protection-how-we-collect-and-share-research-data>) or download our Data Protection Policy and Records Management Policy from link.

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## Declaration

I, name \_\_\_\_\_, declare that I understand:

- The categories of my personal information William Murdoch Primary School collects and uses.
- The school has a lawful basis for collecting and using my personal information.
- The school shares my information with the DfE, LA and other stated organisations.
- The school does not share information about me with anyone without my consent, unless the law and our policies allow the school to do so.
- My information is retained in line with the school's Records Management Policy.
- My rights to the processing of my personal information.