

Introduction

Whilst employed by Orbis Education Trust, we will use information that we gather in relation our staff for various purposes. Information that we hold in relation to individuals is known as 'personal data'. This will include data that we obtain from staff directly and data about staff that we obtain from other people and organisations. We also need to continue to hold staff personal data for a period of time after they have left the trust. Anything that we do with staff personal data is known as 'processing'.

This document sets out what personal data we will hold about our staff, why we process that data, who we share this information with and the rights of staff in relation to their personal data processed by us.

What information do we process in relation to our staff?

We will collect, hold, share or otherwise use information, including the following, about our staff:

- personal information (such as name, address, home and mobile telephone numbers, personal email address, employee or teacher number, national insurance number and emergency contact details);
- contract information (such as start dates, hours worked, post, roles and salary information and bank/building society details);
- absence information (such as number of absences and reasons (including information regarding physical and/or mental health) and holiday records);
- qualifications and training courses attended and, where relevant, subjects taught;
- performance information (such as appraisals and performance reviews, performance measures including performance management/improvement plans, disciplinary or grievance records);
- other information (such as pension arrangements (and all information included in these necessary to administer them), time and attendance records, information in applications made for other posts within the trust, criminal records information (including the results of Disclosure and Barring Service (DBS) checks), details in references the trust receives or provides to other organisations and CCTV footage and images).

We will, also, use special categories of data including sex, gender, age, ethnic group, sexual orientation, religious or similar beliefs, political opinions, trade union membership, information about health, genetic information and biometric data. These types of personal data are subject to additional requirements.

Where do we get information from about our staff?

A lot of the information we have about our staff comes from the individuals themselves. However, we may also obtain information from tax and regulatory authorities such as HMRC, previous employers, trade unions, the DBS, our insurance benefit administrators, consultants and other professionals we may engage, recruitment or vetting agencies, other members of staff, students or their parents/carers, and publicly available resources including online sources. In addition, we may obtain information from monitoring of our websites and other technical systems such as our computer networks and systems, CCTV and access control systems, telephones, voicemail and mobile phone records.

Why do we use this information?

We will process the personal data of our staff for the following reasons:

- Where we are required by law, including:
 - to comply with the law regarding data sharing (see further below);

- to comply with specific employment law requirements, including our obligations as an employer under employment protection and health and safety legislation, and under statutory codes of practice such as those issued by ACAS;
 - to comply with legal requirements in relation to equalities and non-discrimination.
- Where we are required by any contract with our staff, such as employment contracts, including:
 - to make payments to our staff, such as salary payments;
 - to deduct tax and National Insurance contributions;
 - to make a decision about recruitment;
 - to check individuals are legally entitled to work in the UK;
 - administering employment contracts;
 - conducting appraisal and/or performance reviews;
 - making decisions about salary and compensation;
 - liaising with pension providers;
 - providing benefits, e.g. childcare vouchers.
 - Where the law otherwise allows us to process the personal data, or we are carrying out a task in the public interest, including:
 - to enable the development of a comprehensive picture of our staff and how they are deployed;
 - to inform the development of recruitment and retention policies;
 - to safeguard our students and other individuals;
 - to ensure safe working practices;
 - in the interests of ensuring equal opportunities and treatment.
 - Where we otherwise have the consent of the individual.

Whilst the majority of processing of personal data of our staff will not require consent, we will inform individuals if their consent is required and seek that consent before any processing takes place.

Why do we use special category personal data?

We may process special category personal data of our staff for the following reasons:

- to carry out our legal obligations in relation to employment law, where this is in accordance with our Data Protection Policy;
- where the processing is necessary for reasons of substantial public interest, including for purposes of equality of opportunity and treatment, where this is in accordance with our Data Protection Policy;
- for the purposes of preventative or occupational medicine in order to assess an individual's working capacity and/ or the need for reasonable adjustments;
- where we otherwise have an individual's explicit consent.

There may, also, be circumstances where we need to use staff's personal information in relation to legal claims, or to protect their vital interests and where they are unable to provide their consent.

Failure to provide this information

If our staff fail to provide information to us then this may result in us being unable to fulfil our obligations of the employment contract, or we may be prevented from complying with our legal obligations.

How long will we hold information in relation to our staff?

We will hold information relating to our staff only for as long as necessary. How long we need to hold on to any information will depend on the type of information. For further detail please see our Retention and Destruction Policy.

Who will we share information with about our staff?

We routinely share information about our staff with:

- The Department for Education in compliance with legal obligations of the school to provide information about our staff as part of statutory data collections;
- contractors, such as our payroll provider, pensions provider, and school catering companies to enable them to provide an effective service to the trust;
- the DBS, usually through a third-party provider e.g. Atlantic Data Ltd;
- government agencies such as HMRC and DWP regarding tax payments and benefits;
- our professional advisors including legal and HR consultants;
- companies that provide services to the trust, such as communications platforms.

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

Rights of our staff in relation to their personal data

All of our staff have the right to request access to personal data that we hold about them. To make a request for access to their personal data, individuals should contact our Data Protection Officer (DPO).

Please also refer to our Data Protection Policy for further details on making requests for access to staff information.

Individuals also have the right, in certain circumstances, to:

- object to the processing of their personal data;
- have inaccurate or incomplete personal data about them rectified;
- restrict processing of their personal data;
- object to the making of decisions about them taken by automated means;
- have their data transferred to another organisation;
- claim compensation for damage caused by a breach of their data protection rights.

If an individual wants to exercise any of these rights, then they should contact our DPO.

The law does not oblige the trust to comply with all requests. If the trust does not intend to comply with the request, then the individual will be notified of the reasons.

Concerns

If an individual has any concerns about how we are using their personal data, then we ask that they contact our DPO in the first instance. However, an individual can contact the Information Commissioner's Office should they consider this to be necessary, at ico.org.uk/concerns.

Contact

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

Mr Christopher Roberts, Data Protection Officer (DPO), Orbis Education Trust, c/o Southfield School, Lewis Road, Kettering, NN15 6HE

dpo@orbismat.com

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