

Academies Trust

8th Floor, Angel Square,
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Privacy Notice

Employees

Privacy Notice – (How we use information about employees)

To run the academy and help learning and achievement for our students, Co-op Academies Trust collects and uses information about employees. In this document Co-op Academies Trust is referred to as 'We' or 'Ours'. Employees are referred to as 'You' or 'Your.' The member of academy based staff responsible for day to day data protection issues is referred to as the General Data Protection Regulation (GDPR) Ambassador. The Data Protection Officer (DPO) acts primarily on behalf of the Co-op Academies Trust and represents its academies in an advisory capacity.

Much of the information we collect is classed as 'personal data' and our use of it is covered by a set of rules called the UK General Data Protection Regulation (GDPR).

This document tells you more about:

- The information we collect
- What we use the information for
- How your information is stored and how long we keep it
- What rights you have to the information

What Information do we collect and use about employees?

We collect many different categories of information, for example:

- Personal details
- Contact details
- Banking details
- Taxation details
- Pension details
- Job application details
- Selection and interview records
- References received
- Identity verification records
- Performance assessment details
- Information for improving performance
- Annual leave records
- Records of communications
- Photographs of you or images on CCTV
- Information to identify you in the academy
- Records of transactions
- Information about the use of academy IT systems
- Information about consultation with other professionals

We also are required to collect and use information that is given additional protection under the UK GDPR, for example;

- Demographic information required for monitoring equal opportunities
- Information about health conditions and medical appointments

Why we collect and use this information

We use the information for some, or all, of the, reasons below;

- To enable you to work for us
- To support you in teaching and learning
- To maintain a safe environment for our pupils
- To provide appropriate pastoral care for our students
- To enable you to take part in appropriate training and professional development
- To help you to deliver the best support of our students and your colleagues
- To enable you to pay for meals in the academy
- To comply with our legal obligations to share information
- To ensure your health, safety and wellbeing
- To keep you up to date with news about the academy

The legal basis for using this information

Depending on the purpose, our use of your information will be legal due to one of the following:

- Informed consent given by you [Article 6(1)(a)]
For example: The use of banking information in our payment service
- To meet the terms of a contract
For example: Recording the amount of annual leave you have taken
- To meet a legal requirement [Article 6(1)(c)]
For example: Providing information to HMRC
- To protect the vital interests of you or someone else [Article 6(1)(d)]
For example: Giving your contact details to emergency services
- Delivering a public task [Article 6(1)(b)]
For example: Keeping records of meeting with parents

Where we use special category personal data we process this under the following exemptions from Section 9 of GDPR:

- Explicit consent given by you [Article 9(2)(a)]
For example: The use of biometric information to identify you for our catering system
- Information used in the field of employment [Article 9(2)(b)]
For example: Using information about ethnic origin for equality monitoring purposes

- To protect the vital interests of you or someone else [Article 9(2)(c)]
For example: providing details of any medical conditions you have in the event of an emergency
- For substantial public interest [Article 9(2)(g)]
For example: Using information about your health to ensure a safe working environment

Storing your personal data

Some of the personal data that we collect, and use, is added to your personnel file. Other data, depending on its purpose will be kept in other systems or in manual files. We use email to enable authorised users to transfer information to one another.

Some personal data is kept for different lengths of time. For example;

- Your personnel file is kept for 6 years after the date you leave employment
- Annual appraisals are kept for the current year and then for 5 years
- Records of any accident you have at work are kept for 12 years after the incident

If you'd like to know how long we keep a specific piece of personal data, please contact the academy's GDPR Ambassador whose details can be found at the end of this Privacy Notice.

Sharing your personal data

At times we will share your personal data with other organisations and people. We will only do this when we are legally required to do so, when our policies allow us to do so or when you have given your consent.

Examples of people we may share personal data with are:

- Family, associates and representatives of the person whose personal data we are processing who are authorised to receive the data
- [Name of the academy's local authority]
- HMRC
- The Department for Education
- Healthcare, social and welfare organisations
- Police forces and Courts
- Voluntary and charitable organisations
- Our suppliers and service providers
- The Co-op and Co-op Academy Trust

Where we share your personal data with someone who is a supplier or service provider we have taken steps to ensure that they treat your personal data in a way that meets the requirements of the GDPR.

Your rights to your personal data

You have rights relating to the personal data that we collect and use. Your rights are different depending on the legal basis of the the information we are using. If we are using your personal data based on your consent, you can withdraw that consent and we will stop using that personal data. Withdrawing your consent will need to be recorded in writing, please contact the academy's GDPR Ambassador. .

The right to be informed:

If you ask us, we must tell you if we are collecting or using your personal data.

If we are collecting or using your personal data, you have:

The right of access to your personal data

You have the right to view the personal data that we hold about you, to receive a copy of the data and to be given more information about the data including any transfer to countries which do not fall under the requirements of the GDPR.

Some information we hold can not be accessed in this way. If you ask for information that is not available, there may be other ways of accessing it and we can help you.

To have access to your personal data we will need to collect details of what you want and in the first instance, you can contact the GDPR Ambassador whose details can be found at the end of this Privacy Notice. You will also need to supply us with standard information to verify your identity.

Other rights

You also have rights to ask us to correct inaccurate personal data, to ask us to stop using it or to object to us using it. For some data you may have the right to ask us to erase it, or to provide it in an electronic format that you can give to someone else. For some personal data, if we are subjecting it to automated decision making then you have the right to object to this and request that a person is involved in this process.

You will be given full details of these rights if you request access to your personal data or you can ask the GDPR Ambassador.

Who to contact

The Trust has the responsibility to ensure that your personal data is protected. In this capacity, it is called the data controller. All members of staff work for the data controller.

We recommend that you contact the Trust's Data Protection Officer if you have a problem or if you have any questions about this privacy notice.

Our Data Protection Officer is

Tammy Pyszky

data@coopacademies.co.uk

07815654419

If you have a concern about the way we are collecting or using your personal data, we request that you raise your concern with us in the first instance. Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/> or call 0303 123 1113.