



Pioneer Federation

Privacy Notice for School Governors

Privacy notice for Governors

Under data protection law, individuals have a right to be informed about how the school uses any personal data that we hold about them. We comply with this right by providing 'privacy notices' (sometimes called 'fair processing notices') to individuals where we are processing their personal data.

This privacy notice explains how we collect, store and use personal data about individuals we employ, or otherwise engage, to work at our school.

We, the Pioneer Federation are the 'data controller' for the purposes of data protection law.

Our data protection officer is East Sussex County Council (see 'Contact us' below).

The personal data we hold

We process data relating to those we employ, or otherwise engage, to work at our school. Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:

- ☐ Contact details
- ☐ Date of birth, marital status and gender
- ☐ Recruitment information, including copies of right to work documentation, references, DBS certificate details, SCR details and other information included in an application form or cover letter or as part of the application process
- ☐ Qualifications and employment records, including work history, job titles, working hours, training records and professional memberships
- ☐ Outcomes of any disciplinary and/or grievance procedures
- ☐ Copy of driving licence, passport, birth certificate, etc
- ☐ Photographs
- ☐ CCTV footage
- ☐ Data about your use of the school's information and communications system

Why we use this data.

The purpose of processing this data is to help us run the school, including to:

- ☐ Facilitate safe recruitment, as part of our safeguarding obligations towards pupils
- ☐ Inform our recruitment and retention policies
- ☐ Improve the management of workforce data across the sector
- ☐ Support the work of the School Teachers' Review Body

Our lawful basis for using this data – we need to keep this? We would use the data this way if necessary

We only collect and use personal information about you when the law allows us to. Most commonly, we use it where we need to:

- ☐ Fulfill a contract we have entered into with you
- ☐ Comply with a legal obligation
- ☐ Carry out a task in the public interest

Less commonly, we may also use personal information about you where:

- ☐ You have given us consent to use it in a certain way
- ☐ We need to protect your vital interests (or someone else's interests)

Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent, and explain how you go about withdrawing consent if you wish to do so.

Some of the reasons listed above for collecting and using personal information about you overlap, and there may be several grounds which justify the school's use of your data.

Collecting this information

While the majority of information we collect from you is mandatory, there is some information that you can choose whether or not to provide to us.

Whenever we seek to collect information from you, we make it clear whether you must provide this information (and if so, what the possible consequences are of not complying), or whether you have a choice.

How we store this data

We create and maintain a **personnel file for each Governor member**. The information contained in this file is kept secure and is only used for purposes directly relevant to your governance.

Once your governance with us has ended, we will retain this file and delete the information in it in accordance with East Sussex County Council's retainment guidance

Data sharing

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

Where it is legally required or necessary (and it complies with data protection law) we may share personal information about you with:

- ☐ Our local authority – to meet our legal obligations to share certain information with it, such as safeguarding concerns and [maintained schools only] information about headteacher performance and staff dismissals.
- ☐ **The Department for Education – to meet legal obligations including the census and data returns.**
- ☐ Educators and examining bodies - legal obligation and guidelines from the Government, between the school and the examining bodies.
- ☐ Our regulator [Ofsted] – legal obligation between the school and the Government.
- ☐ **Financial organisations – legal requirement between the school and the banking regulators.**
- ☐ **Central and local government – legal obligation between the school and Government (came in for Ofsted?)**
- ☐ Our auditors – to adhere to compulsory regulation checks.
- ☐ Police forces, courts, tribunals -- legal obligation when required for safeguarding issues or legal concerns.
- ☐ Employment and recruitment agencies – legal requirements for safeguarding/SCR.

Transferring data internationally

Where we transfer personal data to a country or territory outside the European Economic Area, we will do so in accordance with data protection law.

Your rights

How to access personal information we hold about you

Individuals have a right to make a '**subject access request**' to gain access to personal information that the school holds about them.

If you make a subject access request, and if we do hold information about you, we will:

- ☐ Give you a description of it
- ☐ Tell you why we are holding and processing it, and how long we will keep it for
- ☐ Explain where we got it from, if not from you
- ☐ Tell you who it has been, or will be, shared with
- ☐ Let you know whether any automated decision-making is being applied to the data, and any consequences of this
- ☐ Give you a copy of the information in an intelligible form

You may also have the right for your personal information to be transmitted electronically to another organisation in certain circumstances.

If you would like to make a request, please contact our data protection officer.

Your other rights regarding your data

Under data protection law, individuals have certain rights regarding how their personal data is used and kept safe. You have the right to:

- ☐ Object to the use of your personal data if it would cause, or is causing, damage or distress
- ☐ Prevent your data being used to send direct marketing
- ☐ Object to the use of your personal data for decisions being taken by automated means (by a computer or machine, rather than by a person)
- ☐ In certain circumstances, have inaccurate personal data corrected, deleted or destroyed, or restrict processing
- ☐ Claim compensation for damages caused by a breach of the data protection regulations

To exercise any of these rights, please contact our data protection officer.

Complaints

We take any complaints about our collection and use of personal information very seriously.

If you think that our collection or use of personal information is unfair, misleading or inappropriate, or have any other concern about our data processing, please raise this with us in the first instance.

To make a complaint, please contact our data protection officer.

Alternatively, you can make a complaint to the Information Commissioner's Office:

- ☐ Report a concern online at <https://ico.org.uk/concerns/>
- ☐ Call 0303 123 1113
- ☐ Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Contact us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our **data protection officer**:

Roger Simmons
07704-838512
rsimmonsltd@gmail.com

This notice is based on the [Department for Education's model privacy notice](#) for the school workforce, amended to reflect the way we use data in this school.

GDPR Privacy Notice and Consent

I confirm I have read the Privacy Notice ☐

I consent to the school using my data in the ways outlined in the Privacy Notice ☐

Signature: Name in block capitals:

Date: