



St. Finbar's Catholic Primary School  
& Early Years Centre

**Privacy Notice - Workforce  
2025 - 2026**

## Our Mission Statement

*In God's love we learn and grow together*

Founded upon Catholic principles of; dignity, solidarity, the common good and peace, we aim to inspire and celebrate each child's spiritual, intellectual, emotional, physical and creative growth.

In our safe and caring environment, we share strong, positive relationships with each other as well as the local community. Learning about each other's lives locally and the wider world teaches us the value and unique talents of everyone.

We will achieve our goals by enhancing pupils' self-esteem, their self-respect, respect for others and for all of God's creation.



We will learn and grow together



*In God's love we learn and grow together*

### Categories of information

The categories of school workforce information that we collect, hold and share include:

- **personal** information (such as name, employee or teacher number, national insurance number and car registration,)
- **special categories** of data (including characteristics information such as gender, age, ethnic group)
- **contract** information (such as start dates, hours worked, post, roles and salary information)
- **work absence** information (such as number of absences and reasons)
- qualifications (and, where relevant, subjects taught)
- **Leave of Absence** requests
- **Contact** details (including, current address, telephone numbers, Next-of-Kin names and contact details)
- **Payroll** information
- **Medical** information; as provided by staff members

### Why we collect and use this information

We use school workforce data to:

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

### The lawful basis on which we use this information

We process this information under Article 6, Section 1 (sub-sections a, b, c, d, e & f) for "general purposes" and Article 9, Section 2 (sub-section h & i) and Section 3 where data processed is "special category data" from the EU - GDPR. (Effective date 25<sup>th</sup> May, 2018)

Information is also collected and processed under the Education Act 1996 for purposes of meeting statutory requirement to undertake and submit the annual School Workforce Census.

### Collecting workforce information

Whilst the majority of information you provide to us is mandatory, some of it is provided to us on a voluntary basis. In order to comply with data protection legislation, we will inform you whether you are required to provide certain school workforce information to us or if you have a choice in this.

## **Storing workforce information**

We hold school workforce data, both in paper and electronic format for seven years after the last working day of the employee. After this time, paper information will be burnt and electronic information will be deleted.

## **Who we share workforce information with**

We routinely share workforce information with:

- our local authority
- the Department for Education (DfE)

## **Why we share pupil information**

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

### **Local authority**

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

### **Department for Education (DfE)**

We share personal data with the Department for Education (DfE) on a statutory basis. This data sharing underpins workforce policy monitoring, evaluation, and links to school funding / expenditure and the assessment educational attainment.

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

## **Data collection requirements**

The DfE collects and processes personal data relating to those employed by schools (including Multi Academy Trusts) and local authorities that work in state funded schools (including all maintained schools, all academies and free schools and all special schools including Pupil Referral Units and Alternative Provision). All state funded schools are required to make a census submission because it is a statutory return under sections 113 and 114 of the Education Act 2005

To find out more about the data collection requirements placed on us by the Department for Education including the data that we share with them, go to <https://www.gov.uk/education/data-collection-and-censuses-for-schools>.

The department may share information about school employees with third parties who promote the education or well-being of children or the effective deployment of school staff in England by:

- conducting research or analysis
- producing statistics
- providing information, advice or guidance

The department 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 it and its use. Decisions on whether DfE releases personal data to third parties are subject to a strict approval process and based on a detailed assessment of:

- who is requesting the data
- the purpose for which it is required
- the level and sensitivity of data requested; and
- the arrangements in place to securely store and handle the data

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

For more information about the department's data sharing process, please visit:  
<https://www.gov.uk/data-protection-how-we-collect-and-share-research-data>

To contact the department: <https://www.gov.uk/contact-dfe>

### **Requesting access to your personal data**

Under data protection legislation, you have the right to request access to information about you that we hold. To make a request for your personal information, contact [include details of administrator / data protection officer]

You also have the right to:

- object to processing of personal data that is likely to cause, or is causing, damage or distress
- prevent processing for the purpose of direct marketing
- object to decisions being taken by automated means
- in certain circumstances, have inaccurate personal data rectified, blocked, erased or destroyed; and
- claim compensation for damages caused by a breach of the Data Protection regulations

If you have a concern about the way we are collecting or using your personal data, we ask 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/>

## Contact

St Finbar's Catholic Primary School has entered into an annual SLA (Service Level Agreement) with the Peter Rowe Associates to provide DPO (Data Protection Officer) services.

The school has a named DPLO (Data Protection Link Officer)

Role and body	Name	Telephone	Email
DPO Local Authority	Peter Rowe		Information shared on request
DPLO School	Diane Welch	0151 727 3963	<a href="mailto:Finbars-ao@st-finbars.liverpool.sch.uk">Finbars-ao@st-finbars.liverpool.sch.uk</a>

## Review

This privacy notice will be reviewed every year.

**Reviewing body:** Full Governing Body

**Review date:** November 2025

**Next review date:** November 2026