

Staff privacy notice (full)

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Introduction

- 1 As your employer, the School will hold certain data about you and, where applicable, your dependents and beneficiaries. Most of the information held about you and processed for the purpose of fulfilling our obligation to you under the terms of your employment (or Voluntary Agreement) will be personal data (in other words, any information from which you as an individual can be identified) and is therefore subject to certain protections. This may include CCTV images, photos and video recordings by which you could be identified.
- 2 This Privacy Notice (**Notice**) is to help you understand **how** and **why** we collect personal data about you and **what** we do with that information. It also explains the decisions that you can make about your information.
- 3 This Notice is aimed at all School staff (including employees, Governors, work experience, gap year, placement students, volunteers and certain contractors and agency staff) and applicants for employment vacancies. This Notice does not form part of your contract of employment (or, in the case of volunteers, the volunteer agreement) and the School may amend this notice at any time.

What is ‘personal data’?

- 4 Personal data is information about you from which you can be identified (either directly or indirectly).
- 5 This includes your contact details, emergency contacts, financial information, and health details. CCTV images of you are also your personal data.

What personal data does the School hold about you and how is this obtained?

- 6 Information about you is gathered during the recruitment and selection process and throughout your time with the School, for example:
 - 6.1 Information provided to us, for example, on your application form and during any interviews, including information about your education, qualifications and professional achievements;
 - 6.2 Information obtained from publicly available sources such as your professional and social media profiles, this includes information about any volunteering positions you hold or any hobbies; and
 - 6.3 When we receive your personal data (from you and third parties) in carrying out pre-employment checks, this includes when we receive references, confirmation of your fitness to work, your right to work in the UK and criminal records checks.
 - 6.4 Information provided on joining the School, including your NI number, details of your bank or building society, and emergency contact information
- 7 We will hold information about your performance. This includes information about skills, achievements, career progression, performance and any disciplinary related matters.
- 8 We will hold and use your financial information such as your bank details, your salary, salary history, pension and other employee benefits.
- 9 We will hold information about your absence records, together with information about any physical or mental health condition you may have which is disclosed to the School during the

recruitment process or at any point during your time with the School. Pupils may provide us with your personal data, for example, if a pupil emails their form teacher to express how much support they are receiving

- 10 Your personal data will be generated by the School during the course of your employment or while you are volunteering at the School. An email from the Head to you complimenting you on your class management would be an example of this.
- 11 Personal data may be acquired from outside of the School community such as from occupational health practitioners or from public authorities such as the Police or the Local Authority Designated Officer.
- 12 Elements of your personal data will also be held on the School's Single Central Register in accordance with the DfE's statutory requirement.

The purposes for which we use your information and the lawful bases

- 13 We use your personal data to:
 - 13.1 make sure that you are complying with your employment obligations (if you are an employee) and that the School is complying with its employment obligations.
 - 13.2 look after your welfare and development and the welfare and development of others such as our pupils;
 - 13.3 provide an education to pupils;
 - 13.4 enable the School to comply with its legal obligations, to assist the School regarding the management and operation of the School and to advance and protect the School's interests, objects and reputation; and
 - 13.5 fundraise, market and promote the School. For example, by using photographs of our staff in the School prospectus, on the School's website or in social media.

14 Our lawful bases for using your personal data are as follows:

- 14.1 **Contract:** We need to use your information in order to comply with our contractual obligations. This includes where you have asked us to do something before entering into a contract. If we do not have a contract with you, for example, if you are a governor or volunteer, we will not rely on the contractual basis to use your information.
- 14.2 **Legitimate interests:** This means that the School is using your personal data where this is necessary for the School's legitimate interests or someone else's legitimate interests.

Specifically, the School has a legitimate interest in educating and looking after the welfare of its pupils, complying with its agreement with parents for their child to be at the School; enforcing its rights, such as taking disciplinary action when necessary; investigating issues and protecting the School. With this in mind, we reserve the right to use your personal data to take appropriate action in the event of an allegation or complaint and any subsequent investigation.

In addition, your personal data may be processed for the legitimate interests of others. For example, with external activity providers if they need to contact you directly or for their own emergency or insurance purposes.

This basis applies to all of the purposes set out at paragraph 13.

- 14.3 **Recognised legitimate interests:** we may rely on this basis for certain pre-approved uses of personal data, namely:
1. safeguarding children and vulnerable adults;
 2. detecting, investigating or preventing crime, or apprehending or prosecuting offenders;
 3. responding to certain types of emergencies (e.g. an extreme weather event);
 4. for public security; or
 5. sharing personal data if requested by another organisation that needs it for its tasks in the public interest or its official functions.
- 14.4 **Public task:** This allows the School to use personal data when necessary to perform tasks in the public interest or to exercise its functions and powers. This basis applies when the School is using personal data in order to educate and look after its pupils, covering the purposes outlined in paragraphs 13.1 to 13.4 above.
- 14.5 **Legal obligation:** As a School we have to comply with various laws and this entitles us to use your information where necessary, for example to fulfil our safeguarding duties towards pupils.
- 14.6 **Vital interests:** In limited circumstances we may use your information to protect your vital interests or those of another person, for example, to prevent serious harm or death.

The section below contains more information about our purposes for using your personal data and the lawful bases.

Our purposes and lawful bases in more detail

This section contains more detail about the purposes for which your personal data is used, the applicable lawful basis or bases as well as further information about sources and recipients. It does not differ from what is set out above but provides more detail.

We have used a colour coded system so that you can see which bases we are relying on for each of the purposes described in paragraph 12 above. **LI** means legitimate interests, **RLI** means recognised legitimate interests, **CT** means contract, **PT** means public task, **LO** means legal obligation and **VI** means vital interests. So, if we have (**LI**, **PT**) that means we are relying on both legitimate interests and public task for that purpose.

- 15 We commonly use personal data for:
- 15.1 providing education and support to our pupils (**LI**, **PT**)
 - 15.2 fulfilling our safeguarding duties towards pupils and others (**LI**, **RLI**, **PT**, **LO**)
 - 15.3 ensuring we provide a safe and secure work environment (**LI**, **LO**)
 - 15.4 if you are an employee, providing employment services (such as payroll) (**LI**, **CT**)
 - 15.5 if you are an employee, to pay you your salary and to provide contractual benefits, such as a school fee discount (**LI**, **CT**)
 - 15.6 reimbursing your expenses (**LI**, **CT**)
 - 15.7 providing supervision, training and support (**LI**, **PT**, **LO**)
 - 15.8 protecting and promoting the School's interests and objectives (including fundraising) (**LI**, **PT**)

- 15.9 HR, administrative and management purposes and to enable us to meet our legal obligations as an employer, for example, to pay staff and to monitor their performance (LI, CT, LO)
 - 15.10 safeguarding and promoting the welfare of staff, pupils and others. This includes equal opportunities monitoring (LI, RLI, PT, LO)
 - 15.11 ensuring that we comply with our obligations as a charity (LI, LO, PT)
 - 15.12 making sure that you are complying with your obligations (LI, CT, PT)
 - 15.13 fulfilling our contractual, statutory and other legal obligations (CT, LO)
- 16 Some specific examples of when the School uses your personal data are set out below:
- 16.1 We use your personal data to consider your suitability to work in your role or volunteer at the School, for example, we will receive references about you. which will be treated in confidence (LI, LO, PT) Any references that we provide or receive will be treated as confidential which means that you will not usually be provided with a copy.
 - 16.2 In line with KCSIE guidance, at the point of offer of a role with the School, we will undertake relevant checks on your publicly available online and social media presence. Any concerns or issues arising from the checks will be discussed with you as part of our Safer Recruitment processes. These checks may be repeated during your employment in the event of an allegation or complaint and in support of our subsequent investigation (LO, PT)
 - 16.3 We will check that you have the right to work in the UK by reviewing your identification documents and keeping copies on your HR file (LI, LO)
 - 16.4 We will use your personal data in addressing any performance or disciplinary concerns which arise (LI, PT)
 - 16.5 We will use your personal data in order to fulfil our duty of care to you and colleagues. This includes using information relating to any medical condition you may have in order to verify fitness to work, monitor sickness absence and comply with our duty of care towards you (LI, CT, LO)
 - 16.6 We will use your information when dealing with complaints and grievances with which you are involved (e.g. from other staff, pupils and parents) (LI, PT)
 - 16.7 We will use your personal data (including photographs) to ensure the security of the school site. This will involve issuing you with a photocard and creating photo-walls electronically and around the school for easy identification of legitimate staff (LI, RLI)
 - 16.8 We often use images and video recordings of staff, for marketing and promotion purposes. This will include in School publications, in social media and on the School website (LI) We may occasionally speak to you if the image is being used in a more unusual or high-profile way
 - 16.9 Where appropriate, the School will have information about your religious beliefs and practices to help the School accommodate your needs, for example, if you do not eat certain foods (LI, PT)
 - 16.10 We will also allow external publication of certain media where appropriate (for example, a photograph or article in a local newspaper) (LI)

- 16.11 We may also make recordings for teaching purposes, for example, recording a drama lesson to provide feedback to you or pupils. We may also record lessons for pupils who were not able to attend in person or livestream sports events (LI, PT)
- 16.12 We use CCTV for crime detection and prevention, to help keep our sites secure, and to protect property. CCTV may also be used to safeguard the welfare of pupils, staff, and visitors; assist in investigating accidents, incidents, and breaches of rules or policies; and support our health and safety obligations. For example, CCTV may be used to review incidents involving vehicles in the car park (LI, RLI, PT). Further information about the use of CCTV can be found in the School's Security, CCTV & Pupil Safety policy (a copy of which is published on the School's website) (LI, PT)
- 16.13 The School regularly monitors and accesses its IT system for purposes connected with the operation of the School. The School's IT system includes any hardware, software, email account, computer, device or telephone provided by the School or used for School business. The School may also monitor staff use of the School telephone system and voicemail messages. Staff should be aware that the School may monitor the contents of a communication (such as the contents of an email). (LI, PT)
- 16.14 The purposes of such monitoring and accessing include:
1. to help the School with its day to day operations, for example, if a member of staff is on holiday or is off sick, their email account may be monitored in case any urgent emails are received (LI)
 2. to check staff compliance with the School's policies and procedures and to help the School fulfil its legal obligations. For example, to investigate allegations that a member of staff has been using their email account to send abusive or inappropriate messages (LI)
- 16.15 Monitoring will be carried out on a random basis and it may be carried out in response to a specific incident or concern.
- 16.16 The School also uses software which automatically monitors the School IT system (for example, it would raise an alert if a member of Staff visited a blocked website or sent an email containing an inappropriate word or phrase.
- 16.17 The monitoring is carried out by Senior Staff according to a standard protocol. If anything of concern is revealed as a result of such monitoring then this information may be shared with the Head, Director of Operations or HR Department and this may result in disciplinary action. In exceptional circumstances concerns will need to be referred to external agencies such as the Police.
- 16.18 We may use your information when ensuring network and information security, for example, our anti-virus software might scan files containing information about you (LI)
- 16.19 We may use your personal data in order to help make the School better, for example, to raise money for the School, or to send you information about how you can donate to the School (LI). For more information, please see our Cranleigh Giving Privacy Notice
- 16.20 We will keep details of your address when you leave our employment so we can send you relevant documentation and keep in touch (LI)
- 16.21 If we provide you with accommodation under your contract of employment we will use your personal data as part of this provision (LI, CT, PT)

- 16.22 We also keep some information indefinitely for archiving purposes {this is known as "archiving in the public interest" under data protection law) and for historical research purposes. This includes the School's legitimate interest in research; supporting long-term accountability; enabling the discovery and availability of the School and the wider school community's identity, memory, culture and history; enabling the establishment and maintenance of rights and obligations and of precedent decisions; educational purposes; and commercial and non-commercial re use. For example, we keep some old images so that we have a record of what the School was like in the past (LI, PT)
- 16.23 Information held in our archive may be made publicly available but this would only be done in compliance with data protection laws.
- 16.24 We may use your information in connection with legal disputes, for example, if a parent or former pupil brings a claim against the School (LI, CT, PT, LO)
- 16.25 We may also hold information such as your religion or ethnic group for legal and regulatory purposes (for example diversity monitoring) and to comply with its legal obligations and duties of care. (LI, PT)
- 16.26 We will use your personal data to take other steps to make sure the school site and buildings are safe, for example, we keep a record of who is on the school sites at any given time (LI, RLI, PT, LO)
- 16.27 We will hold information about any protected characteristics you may have, for example (e.g. in relation to a disability). and comply with any equality action plan reporting obligations insofar as these apply to us. This helps us make reasonable adjustments (LI, PT, LO).

17 We will need to share your information with:

- 17.1 the Disclosure and Barring Service (DBS), Atlantic Data and/or the Teaching Regulation Agency (previously known as the National College for Teaching and Leadership) (if applicable) when complying with our legal duty to carry out pre-appointment suitability checks (LI, PT, LO)
- 17.2 the DBS and/or Teaching Regulation Agency (if applicable) if circumstances arise in which we are either required to make a referral to either or both of these bodies or we consider it to be appropriate in the circumstances to do so (LI, PT, LO)
- 18 Where you are employed by us in order to fulfil our obligations to you as an employer we will need to share your information with medical professionals, such as occupational health services, where we are making a referral (LI, CT, LO)
- 19 Occasionally we may use consultants, experts and other advisors (including legal advisors and accountants) to assist us in fulfilling our obligations and to help run the School properly. We will share your information with them if this is relevant to the work they carry out (LI, PT)
- 20 In accordance with our legal obligations, we will share information with the Independent Schools Inspectorate, for example, during the course of an inspection, and may need to share your information with the Department for Education (LI, LO, PT)
- 21 If you apply to work for us and we offer the position to someone with a sponsored Religious Worker visa instead, we have to keep your contact details and why we offered the position to the successful candidate instead. We may be required to share this information with UK

Visas and Immigration (LO, PT)

- 22 Before we employ you, we must check if you can work in the UK. In certain circumstances we will have to provide information about you to UK Visas and Immigration to comply with our duties under the UK's legislation on preventing illegal working. Additionally, if you are sponsored by us under a Skilled Worker or Temporary Worker visa we will have to provide information about you to UK Visas and Immigration to comply with our duties as a sponsor. (LI, LO, PT)
- 23 We may share some information with our insurance company, their representatives and broker to make sure that we have the insurance cover that we need or in connection with an actual or possible claim (LI, PT)
- 24 We may share your information with benefits providers, for example, to ensure that you are able to take advantage of the benefit (if applicable) (LI, CT, PT)
- 25 We may need to share information about you with the Health and Safety Executive (a government organisation) if there is a health and safety issue at the School (LI, LO, PT)
- 26 The School is a charity which means that in exceptional circumstances we may need to share your information with the Charity Commission, for example, in the event of a serious incident or with other regulators i.e. the Information Commissioner's Office (LI, LO, PT)
- 27 If the School is dealing with a request for information, query, complaint or grievance (e.g. from a parent), we may need to share your information with other parties if it is relevant and appropriate to do so. For example, with the appropriate staff, pupil or parent involved and governors. We will also share information with others in the School, such as your line manager and Governors, for example, if it would be appropriate to inform them about something which has happened. (LI, LO, PT).
- 28 Some of the records the School keeps and which contain your personal data may be used by the School (or by someone else such as the government) to check that the School has been a good school (LI, PT)
- 29 We may share your personal data with other schools in specific circumstances, for example, if this is necessary to comply with our safeguarding obligations (LO, RLI, PT).
- 30 If appropriate, we will share your information with individuals connected to the School who are exercising their data protection rights, for example, when responding to a subject access request (LI, LO)
- 31 We may share your information with the other schools in the group, for example, information about which pupils you teach and/or information relating to the pre employment checks the School has carried out (LI, PT)
- 32 If ever in the future, we are considering restructuring the charity which operates the School, we may share your information with the other parties involved and with the relevant professional advisors (LI, LO).
- 33 We will share personal data about staff (including volunteers) with the relevant statutory agencies if it is appropriate to share this information to investigate allegations of misconduct (LI, LO, PT)
- 34 We may need to share your information with the Local Authority Designated Officer in accordance with our safeguarding obligations (LI, RLI, LO, PT)
- 35 On occasion, we may need to share your information with the Police or other law enforcement for the prevention and investigation of crime or the apprehension or prosecution of offenders.

This may include fraud prevention or detection. We will only do this in specific circumstances to assist the police with their investigations. Sometimes, CCTV recordings may be disclosed to third parties such as the police (LI, RLI, LO, PT)

- 36 If appropriate, we will share your information with parents and pupils where this is related to your professional duties, such as information about the subjects you teach (LI, PT)
- 37 We may need to share your information (for example, with emergency services or with your emergency contact/family) if there is an emergency, for example, if you are hurt in an accident (LI, RLI, PT, VI)
- 38 If you are an employee, we may need to provide your personal data to a pension provider so that you can benefit from your pension entitlement and in order that employer pension contributions can be made (CT, LO)
- 39 On occasion we may need to share your personal data with your next of kin / family members, for example, in the event of an accident at work, or if you fall ill (LI, RLI, PT, VI).
- 40 We will need to share your personal data in accordance with our safeguarding obligations if asked to provide a reference about you by a school or college (LO, LI, RLI). If we are asked to provide a reference by an organisation that is not a school or college our lawful basis is (LI). Please note that references will be provided in confidence, and we will not usually provide you with a copy of the reference
- 41 As you will see from the above, in some cases we will rely on more than one lawful basis above for a particular use of your information. In addition, we may move from one of the legal bases listed above to another as circumstances change. For example, as a safeguarding matter becomes more serious, we may start to rely on legal obligation to share personal data with the local authority in addition to the other lawful bases which are noted for safeguarding purposes.
- 42 We use service providers to handle personal data on our behalf for the following purposes:
- 42.1 IT consultants who might access information about you when checking the security of our IT network;
- 42.2 We use software, apps and websites to help us with teaching, and to help us provide pastoral support to our pupils. For example, we use an app which allows pupils to access homework which has been set by their teachers;
- 42.3 We use third party "cloud computing" services to store some information rather than the information being stored on hard drives located on the School site.

If you have any questions about any of the above, please speak to the Data Protection Lead.

43 Sensitive personal data

- 44 There may be occasions where the School may need to hold or process particularly sensitive information about you and/or your dependents (also known as special category data). Under data protection legislation, special category data is defined as data relating to racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic information, biometric information, health information and information about a person's sexual orientation. There is a separate category of data relating to criminal convictions or offences.

Except where the legislation allows it, this information cannot be processed or passed to a

third party without your explicit consent. When the School handles these categories of data it will usually be doing so because:

- 44.1 it is in the substantial public interest to do so, for example, to assist the School comply with its safeguarding obligations.
 - 44.2 it is necessary for the purposes of carrying out the obligations and exercising specific rights of the School and staff in the field of employment, social security or social protection. Social security and social protection are concerned with preventing, managing, and overcoming situations that adversely affect people's wellbeing. For example, sometimes this would allow us to disclose your information to third parties such as the DBS or occupational health services.
 - 44.3 to protect the vital interests of any person where that person cannot give consent, for example, if they are seriously hurt and are unconscious.
 - 44.4 it is necessary for the establishment, exercise or defence of legal claims. For example, this allows us to share information with our legal advisors and insurers.
 - 44.5 for medical purposes. This includes medical treatment and the management of healthcare services.
- 45 We will share your personal data with Governors of the School if it concerns something it would be appropriate to tell them about for the purposes set out in this notice, including information which will enable them to fulfil their role as a School Governor (LI, PT)
- 46 If you are involved in school trading activities, the School will share your personal data with Cranleigh Enterprises Limited. In most cases, this will be limited to your name, job title and role. However, the Company may provide feedback on your work and performance, particularly if you are doing a lot of work for the Company (LI, CT)
- 47 We may share your personal data with any of the representatives or advisors of any of the third parties mentioned in this privacy notice. Anyone that we share information with may give us information about you as well.

Transfers of your personal data overseas

When the School sends personal data outside of the UK, we have to consider if the other country has the same level of protection for personal data as there is in the UK. Some countries are considered by the UK Government to have adequate rules and this includes all of the European Economic Area and some other countries, such as, New Zealand, Norway, Switzerland and Argentina.

- 48 In certain circumstances, we may send your information to countries which do not have the same level of protection for personal data as there is in the UK. For example, we may store your information on cloud computer storage based in the USA.
- 49 We will provide you with additional details about where we are sending your personal data, whether the country has an adequacy finding and if not the safeguards which we have in place outside of this notice.
- 50 If you have any questions about the safeguards that are in place please contact the Data Protection Lead.

For how long does the School keep staff personal data?

- 51 We must keep all personal data safe and only hold it for as long as necessary. To meet the requirements of both UK tax and pension law, we must keep certain personal data for a

minimum of 6 years. We will keep some information after you have left the School in case this is needed, for example, in relation to our legal obligations.

- 52 In some cases, we may keep your personal data for longer than the minimum of 6 years but we would only do so if we had a good reason and only if we are allowed to do so under data protection law and in compliance with current safeguarding and child protection practices.
- 53 Please see our Information and Records Retention Policy for information on how long we keep your personal data for. This can be found on the School's website.

Processing in line with your rights

- 54 Data protection legislation gives you a number of rights regarding your personal data. Your rights are as follows:
- 54.1 **Correction:** if information the School holds about you is incorrect you can ask us to correct it.
 - 54.2 **Access:** you can also ask what information we hold about you and be provided with a copy of it. This is commonly known as making a subject access request. We will also give you extra information, such as why we use this information about you, where it came from and what types of people we have sent it to.
 - 54.3 **Deletion:** you can ask us to delete the information that we hold about you in certain circumstances. For example, where we no longer need the information.
 - 54.4 **Portability:** you can request the transfer of your information to you or to a third party in a format that can be read by computer. This applies where (a) the information has been provided by you; (b) the basis that we are relying on to process your information is consent or contract (please see "Our lawful bases for using your information" above); and (c) the information is being processed by us on computer.
 - 54.5 **Object:** you may object to us using your information where:
 - 54.5.1 we are using it for direct marketing purposes (e.g. to send you the School magazine or an email about a fundraising opportunity);
 - 54.5.2 the lawful basis on which we are relying is either legitimate interests, recognised legitimate interests or public task. Please see the section "The purposes for which we use your personal data and the lawful bases" above;
 - 54.5.3 if we ever use your information for scientific or historical research purposes or statistical purposes.
 - 54.6 **Restriction:** you can request that we restrict how we use your personal data in certain circumstances.
- 55 The Data Protection Lead can give you more information about your data protection rights. To exercise any of your rights you can submit your request in writing to the Data Protection Lead at dataprotectionlead@cranleigh.org

Consent

- 56 We may ask for your consent to use your information in certain ways as an alternative to relying on any of the bases detailed in this privacy notice. For example, we may ask for your consent to send you emails about fundraising projects. If we ask for your consent to use your personal data you can take back this consent at any time. Any use of your information before

you withdraw your consent remains valid. You can speak to the Director of Operations, HR Department or the Data Protection Lead if you would like to withdraw any consent given.

- 57 This privacy notice does not, and is not intended to, give you any rights which you did not already have. For example, it does not give you any additional employment or contractual rights.

Further information

- 58 If you would like any further information about anything within this notice, please contact the HR Department or the Data Protection Lead.

- 59 Please speak to the HR Department if:

59.1 you would like us to update the information we hold about you, or

59.2 you would prefer that certain information is treated as sensitive personal data and held / disclosed only with your consent

- 60 There is certain information that you are required to provide to us so that we can enter into a contract of employment with you. This includes your contact details, details of your qualifications, details of your right to work in the UK and your bank details. If you fail to provide certain information when requested, we may not be able to perform our obligations under the contract of employment or agreement we have entered into with you (such as paying you (including paying your expenses) or providing a benefit). Alternatively, we may be prevented from complying with our legal obligations (such as to ensure the health and safety of our workers).

- 61 If you have any concerns about how we have handled your personal data, please contact us and complete our complaints form so that we have an opportunity to put things right. We have published our Data Protection Complaints Policy on our website. You also have the right to complain to the [Information Commissioner's Office](#)