

## **Privacy Notices:**

**The school workforce: those employed to teach, or otherwise engaged to work at a school.**

### **The Data Protection Act 1998: How we use your information**

We process personal data relating to those we employ to work at, or otherwise engage to work at our school. This is for employment purposes to assist in the running of the school and to enable individuals to be paid. The collection of this information will benefit both national and local users by:

- improving the management of workforce data across the sector
- enabling development of a comprehensive picture of the workforce and how it is deployed
- informing the development of recruitment and retention policies
- allowing better financial modelling and planning
- enabling ethnicity and disability monitoring; and
- supporting the work of the School Teachers' Review Body

To facilitate financial monitoring, budget planning and HR support, staff data may be held on external secure information systems.

This personal data includes identifiers such as names and National Insurance numbers and characteristics such as ethnic group, employment contracts and remuneration details, qualifications and absence information.

We will not share information about you with third parties without your consent unless the law allows us to. We are required, by law, to pass on some of this personal data to:

- the Department for Education (DfE)
- our Local Authority

If you require more information about how we and/or DfE store and use your personal data please visit:

- <http://www.southampton.gov.uk/contact-us/privacy-cookies/privacy-education.aspx>
- <https://www.gov.uk/data-protection-how-we-collect-and-share-research-data>