



This privacy notice has been written to inform prospective, current, and former employees of Holmfirth High School about how and why we process their personal data.

Who are we?

Holmfirth High School is a 'Data Controller' as defined by Article 4 (7) of GDPR. This means that we determine the purposes for which, and the manner in which, your personal data is processed. We have a responsibility to you and your personal data and will only collect and use this in ways which are compliant with data protection legislation.

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

- Personal identifiers (your name, address, date of birth etc)
- Previous job experience and qualifications (including employment references)
- Information about your right to work
- Emergency contact information of those individuals you identify

We will also process certain 'special category' data about our employees including:

- Information about your ethnicity and religious beliefs for the purposes of equality reporting
- Relevant medical information which affects your employment
- Information about your employment attendance and performance (including disciplinary information)
- Financial information, including bank account information, tax, national insurance and pension contributions to facilitate salary payments
- Staff photographs
- Enhanced CRB number

We process your information for the reasons outlined below. This is in order to fulfil our obligations associated with your employment in line with Article 6 (1)(a) and Article 9 (2)(b) of GDPR:

- Contractual requirements
- Employment checks e.g. right to work in the UK
- Salary requirements

Photographs

If required we will seek your consent to use your photo on our website. Please note that you can withdraw this consent at any time.

Who has access to your personal data?

Your information will only be made available to those who need it to do their job in relation to your employment. This includes the Headteacher, your line manager, the Business Manager, and relevant administrative staff.

Your name, job title, work email address, work telephone number and office base will be available in our internal telephone directory which is accessible to all current employees.

Who do we share your personal data with?

We will share your information with the following organisations:

- HM Revenue & Customs
- Department for Education
- Department of Work and Pension
- Pension Fund/Teachers' Pensions fund
- Your trade union, if applicable
- Examining bodies, if applicable
- Kirklees Council HR, Pension and Payroll services
- Disclosure and barring service to conduct criminal record checks
- Prospective future employers, landlords, letting agents, or mortgage brokers where you have asked them to contact us to seek a reference

We have duties under the Freedom of Information Act 2000 to disclose information we hold unless there is a very good reason to withhold it. Therefore we may disclose your name and work email address publicly in response to a request if we are required to do so.

How long do we keep your personal data for?

Holmfirth High School will keep your data in line with our Data Retention Policy. Most of the information we process about you will be determined by statutory obligations. Any personal information which we are not required by law to retain will only be kept for as long as is necessary to fulfil our organisational needs.

Do you transfer my data outside of the UK?

Generally the information that the school holds is all held within the UK. However, some information may be held on computer servers which are held outside of the UK. We will take all reasonable steps to ensure your data is not processed in a country that is not seen as 'safe' by the UK government. If we do need to send your data out of the European Economic Area it will ensure it has extra protection from loss or unauthorised access.

What rights do you have over your data?

Under GDPR, individuals have the following rights in relation to the processing of their personal data:

- to be informed about how we process your personal data. This notice fulfils this obligation
- to request access to your personal data that we hold, and be provided with a copy of it
- to request that your personal data is amended if inaccurate or incomplete
- to request that your personal data is erased where there is no compelling reason for its continued processing
- to request that the processing of your personal data is restricted
- to object to your personal data being processed

If you have any concerns about the way we have handled your personal data or would like any further information, then please contact our DPO on the address provided below.

If we cannot resolve your concerns you may also complain to the Information Commissioner's Office (the Data Protection Regulator) about the way in which the school has handled your personal data. You can do so by contacting:

First Contact Team

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow Cheshire

SK9 5AF

casework@ico.org.uk // 03031 231113

Contact

The school has appointed Veritau Ltd to be its Data Protection Officer (DPO). The role of the DPO is to ensure that the school is compliant with GDPR and to oversee data protection procedures. If you would like to discuss anything in this privacy notice, please contact Veritau using the details below:

Address:	Contact Details:
Information Governance Veritau Ltd County Hall Racecourse Lane Northallerton DL7 8AL	schoolsDPO@veritau.co.uk 01609 53 2526

Or

- Kirklees Council, Information Governance Team
 Email: information.governance@kirklees.gov.uk
 Telephone: 01484 221000

Or

- Ministerial and Public Communications Division
 Department for Education Telephone: 0370 000 2288
 Piccadilly Gate
 Manchester
 M1 2WD
 Website: <https://www.gov.uk/government/organisations/department-for-education>
 Email: <http://www.education.gov.uk/help/contactus>