**Privacy Notice**

**Please be advised that not all of this data is shared with everyone listed. We only share data required for that particular function and only the minimum required.**

|  |  |
| --- | --- |
| What is the service being provided? | Employment Records for schools staff |
| What personal data do we need from you? |

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Address | Date of Birth | Ethnicity |
| NI Number | Bank Details | Health Information | Vetting information |
| Pensions data | Payroll data | Identity | Qualifications |
| Right to work in UK | Employment history | Disability | Gender |
|  |  |  |  |

 |
| Who will be using your Personal Data? | Who is the [Data Controller](#DC)? | Henham and Ugley Primary and Nursery School  |
|  | Who is the Data Controller’s [Data Protection Officer](#DPO)? | Lauri Almond (Essex County Council). |
|  | Are there any [Data Processors](#DProc)?  | Yes |[x]  No |[ ]
|  | Who are they? | RM IntegrisPayroll providerPensions providerOccupational HealthDBS service |
| What will it be used for and what gives us the right to ask for it and use it? | [The Purpose](#Purps)(s): | Employment |
|  | The [Legal Condition](#LegCond)(s): | * Under Contract
* Employment, Social Security, Social Protection
 |
| Who else might we share your data with? | Central & Local Government, Health Providers, Other Education Providers, Regulatory Bodies, Professional Associations, Disclosure & Barring Services |
| Will your data be stored in or accessible from [countries with no UK-equivalent](#EEA) Privacy Law protections? | NO  |
| How long will your data be kept? | When will it stop being used? | Termination of employment + 6 years with regard to references |
|  | How long after this will it be deleted? | Termination of employment + 6 years |
| Our use of the data will be subject to your legal rights (marked if applicable): | [Inform](#Inform) |[x]  [Access](#Access) |[x]  [Rectify](#Rect) |[x]  [Erase](#Erase) |[ ]
|  | [Restrict](#Restrict) |[ ]  [Portable](#Portability) |[ ]  [Object](#Object) |[ ]  [Automate](#Auto) |[ ]
| As you are giving us your data directly: | This is the reason why we are allowed to ask for it and use it: | Employment law |
|  | This is what could happen if you refused to let us use your data for this purpose: | Unable to employ |
| As you are not giving your data directly to us: | This is who is giving us your personal data: | Previous employer, DBS service, Occupational Health. |
|  | This is a source of personal data open to anyone  | Yes |[ ]  No |[x]
|  | These are the categories of personal data being given to us | Basic Demographics, e.g. name, address, Date of Birth, Contacts, references from previous employers, medical reports, employment suitability checks, Pensions and payroll data |
| **Visit the following links for more information about Privacy Law, our obligations and your Rights:** |
| [The ICO Guide to the General Data Protection Regulations 2016](https://ico.org.uk/for-organisations/data-protection-reform/overview-of-the-gdpr/)[The General Data Protection Regulations 2016](http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32016R0679&from=EN) |
| **If you have concerns over the way we are asking for or using your personal data, please raise the matter with our Data Protection Officer by the following means:** |
| Postal Address | Essex County Council, County Hall, Chelmsford, CM1 1QH |
| Email | DPO@essex.gov.uk |
| Phone Number | 03330322970 |
| **If you still have concerns following our response you have the right to raise the matter with the Information Commissioner’s Office:** |
| Postal Address | Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF |
| Online Form | <https://ico.org.uk/concerns/handling/>  |
| Phone Number | 0303 123 1113 |