

Thrive Staff Privacy Notice

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1 Introduction

- 1.1 Under data protection law, individuals have a right to be informed about how the school uses any personal data that we hold about them. We comply with this right by providing 'privacy notices' (sometimes called 'fair processing notices') to individuals where we are processing their personal data.
- 1.2 This privacy notice explains how we collect, store and use personal data about individuals we employ, or otherwise engage, to work at our school.
- 1.3 We, the Thrive Co-operative Learning Trust, are the 'data controller' for the purposes of data protection law.
- 1.4 Our data protection officer is Mrs P. Saleh (see 'Contact us' below).

2 The personal data we hold

- 2.1 We process data relating to those we employ, or otherwise engage, to work at our school. Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:
 - Contact details;
 - Date of birth, marital status and gender;
 - Next of kin and emergency contact numbers;
 - Salary, annual leave, pension and benefits information;
 - Bank account details, payroll records, National Insurance number and tax status information;
 - Recruitment information, including copies of right to work documentation, references and other information included in a CV or cover letter or as part of the application process;
 - Qualifications and employment records, including work history, job titles, working hours, training records and professional memberships;
 - Performance information;
 - Outcomes of any disciplinary and/or grievance procedures;
 - Absence data;
 - Copy of driving licence;
 - Photographs;
 - CCTV footage;
 - Data about your use of the school's information and communications system.
- 2.2 We may also collect, store and use information about you that falls into "special categories" of more sensitive personal data. This includes information about (where applicable):
 - Race, ethnicity, religious beliefs, sexual orientation and political opinions
 - Trade union membership
 - Health, including any medical conditions, and sickness records

3 Why we use this data

The purpose of processing this data is to help us run the school, including to:

- Enable you to be paid;
- Facilitate safe recruitment, as part of our safeguarding obligations towards pupils;
- Support effective performance management;

- Inform our recruitment and retention policies;
- Allow better financial modelling and planning;
- Enable equalities monitoring;
- Improve the management of workforce data across the sector;
- Support the work of the School Teachers' Review Body.

4 Our lawful basis for using this data

- 4.1 We only collect and use personal information about you when the law allows us to. Most commonly, we use it where we need to:
- Fulfil a contract we have entered into with you;
 - Comply with a legal obligation;
 - Carry out a task in the public interest.
- 4.2 Less commonly, we may also use personal information about you where:
- You have given us consent to use it in a certain way;
 - We need to protect your vital interests (or someone else's interests);
 - We have legitimate interests in processing the data.
- 4.3 Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent, and explain how you go about withdrawing consent if you wish to do so.
- 4.4 Some of the reasons listed above for collecting and using personal information about you overlap, and there may be several grounds which justify the school's use of your data.

5 Collecting this information

- 5.1 While the majority of information we collect from you is mandatory, there is some information that you can choose whether or not to provide to us.
- 5.2 Whenever we seek to collect information from you, we make it clear whether you must provide this information (and if so, what the possible consequences are of not complying), or whether you have a choice.

6 How we store this data

- 6.1 Personal data is stored in line with our data protection policy
- 6.2 We create and maintain an employment file for each staff member. The information contained in this file is kept secure and is only used for purposes directly relevant to your employment.
- 6.3 Once your employment with us has ended, we will retain this file and delete the information in it in accordance with our record retention policy.
- 6.4 Our retention policy can be found in the documents area of the Thrive website.

7 Recording in Google Meet

7.1 Why are some lessons recorded?

7.1.1 In order to improve pupils' experience of lessons being delivered online, Thrive may record the online lesson so that it is available to pupils that missed the session. Depending on how the lesson is delivered, this may include the recording of audio or video. Lessons will only be recorded at our secondary schools.

7.1.2 Where school classes are delivered from home and where staff are teaching from home, sessions are recorded for safeguarding purposes; the recordings are shared with students in Google Classroom so those who couldn't attend can still access it.

7.2 Are cameras required?

Pupils and staff may wish to turn on their camera/microphone on occasions such as answering questions or replying to the register.

7.3 How do I know if the teaching session is being recorded?

A red recording icon will be displayed at the top left of the Google Meet window.

7.4 What is the lawful basis of processing personal data in the recorded lesson?

7.4.1 The lawful basis for processing this personal data is public interests. The Education Act 1996 requires that schools operate and that children in England and Wales aged five to 16 receive full-time education. Schools are therefore undertaking a public task (defined in the GDPR (Article 6e) as "a task carried out in the public interest or in the exercise of official authority vested in the school").

7.4.2 We will record online lessons and make them available to anyone in that class for catch up purposes.

7.4.3 Teachers do not need to ask permission to record the lesson in Google Meet.

7.5 Can I opt out of having my personal data recorded?

7.5.1 If the teaching is happening in person and you do not want to be recorded, make sure that your camera and microphone is turned off. You could communicate via the text chat facility in Google Meet.

7.5.2 Teachers may also turn their camera off if they do not want to be part of the recording.

7.6 How are the recordings stored and shared?

Google Meet saves the recorded lesson to the teacher's own Google Drive. Google will delete the recording after 30 days.

7.7 Data sharing

7.7.1 We do not share information about you with any third party without your consent unless the law and our policies allow us to do so.

7.7.2 Where it is legally required, or necessary (and it complies with data protection law), we may share personal information about you with:

- Our local authority – to meet our legal obligations to share certain information with it, such as safeguarding concerns and [maintained schools only] information about headteacher performance and staff dismissals;
- The Department for Education;
- Your family or representatives;
- Educators and examining bodies;
- Our regulator - Ofsted;
- Suppliers and service providers – to enable them to provide the service we have contracted them for, such as payroll;
- Financial organisations;
- Central and local government;
- Our auditors;
- Survey and research organisations;
- Trade unions and associations;
- Health authorities;
- Security organisations;
- Health and social welfare organisations;
- Professional advisers and consultants;
- Charities and voluntary organisations;
- Police forces, courts, tribunals;
- Professional bodies;
- Employment and recruitment agencies.

7.8 Transferring data internationally

Where we transfer personal data to a country or territory outside the European Economic Area, we will do so in accordance with data protection law.

8 Your rights

8.1 How to access personal information we hold about you

8.1.1 Individuals have a right to make a **'subject access request'** to gain access to personal information that the school holds about them.

8.1.2 If you make a subject access request, and if we do hold information about you, we will:

- Give you a description of it;
- Tell you why we are holding and processing it, and how long we will keep it for;
- Explain where we got it from, if not from you;
- Tell you who it has been, or will be, shared with;
- Let you know whether any automated decision-making is being applied to the data, and any consequences of this;
- Give you a copy of the information in an intelligible form.

8.1.3 You may also have the right for your personal information to be transmitted electronically to another organisation in certain circumstances.

8.1.4 If you would like to make a request, please contact our data protection officer.

8.2 Your other rights regarding your data

8.2.1 Under data protection law, individuals have certain rights regarding how their personal data is used and kept safe. You have the right to:

- Object to the use of your personal data if it would cause, or is causing, damage or distress;
- Prevent your data being used to send direct marketing;
- Object to the use of your personal data for decisions being taken by automated means (by a computer or machine, rather than by a person);
- In certain circumstances, have inaccurate personal data corrected, deleted or destroyed, or restrict processing;
- Claim compensation for damages caused by a breach of the data protection regulations.

8.2.2 To exercise any of these rights, please contact our data protection officer.

9 Complaints

9.1 We take any complaints about our collection and use of personal information very seriously.

9.2 If you think that our collection or use of personal information is unfair, misleading or inappropriate, or have any other concern about our data processing, please raise this with us in the first instance.

9.3 To make a complaint, please contact our data protection officer.

9.4 Alternatively, you can make a complaint to the Information Commissioner's Office:

- Report a concern online at <https://ico.org.uk/concerns/>;
- Call 0303 123 1113;
- Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

10 Contact us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our **data protection officer**:

- Mrs P Saleh - dpo@thrivetrust.uk

This notice is based on the [Department for Education's model privacy notice](#) for the school workforce, amended to reflect the way we use data in this school.