

Employee Privacy Notice

This privacy notice has been written to inform prospective, current, and former employees of Northern Star Academies Trust about how and why we process their personal data.

Who are we?

Northern Star Academies Trust is a 'Data Controller' as defined by Article 4 (7) of GDPR. This means that we determine the purposes for which, and the way, 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 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. Veritau's contact details are:

Information Governance
Veritau Ltd
County Hall
Racecourse Lane
Northallerton
DL7 8AL



schoolsDPO@veritau.co.uk
01609 532526

What information do we collect and why do we need it?

The personal data we collect about you includes:

- Personal identifiers (your name, address, date of birth etc)
- Previous job experience and qualifications (including copies of certificates and employment references)
- Information about your employment attendance and performance (including disciplinary information)
- Information about your ethnicity (for the purposes of equality monitoring)
- Information about your right to work
- Relevant medical information which affects your employment
- Emergency contact information of those individuals you identify
- Financial information, including bank account information, tax, national insurance, pension contributions and notifications from trade unions about subscriptions to facilitate salary payments

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

We will seek your consent to use your photo on our website, social media and within marketing material. 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 your line manager(s), the business manager, and relevant administrative staff.

Your name, job title, work email address, telephone number, photograph and office base may be available in our internal telephone directory which is accessible by other staff. This may be shared across Northern Star Academies Trust.

Your title, surname, role and photo is also displayed within the reception area / entrance area of school for safeguarding purposes.

Who do we share your personal data with?

We will share your information with the following organisations:

- HM Revenue & Customs
- Department of Work and Pension, if applicable
- Pension Fund/Teachers' Pensions fund
- Any salary sacrifice arrangement you sign up to eg a charity, Everybody Benefits, Computershare
- Your trade union, if applicable
- Examining bodies, if applicable
- Dataplan and E-payslip for payroll administration
- Disclosure and barring service to conduct criminal record checks, if applicable
- 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?

Northern Star Academies Trust will keep your data in line with our GDPR 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 above.

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.gsi.gov.uk // 03031 231113