

## EMPLOYEE PRIVACY NOTICE

### HOW WE USE EMPLOYEE INFORMATION?

We collect and use employee information under the principle of the General Data Protection Regulations (GDPR) which states that data is used for “specified, explicit and legitimate purposes”. The categories of school workforce information that we collect, process, hold and share include:

- personal information (such as name, employee or teacher number, national insurance number)
- special categories of data including characteristics information such as gender, age, ethnic group, religious beliefs
- contract information (such as start dates, hours worked, post, roles and salary information)
- work absence information (such as number of absences and reasons)
- qualifications (and, where relevant, subjects taught)
- ID Verification documents (Right to Work in UK) • information about criminal convictions and offences.

### WHY WE COLLECT AND USE THIS INFORMATION

We use school workforce data to:

- enable the development of a comprehensive picture of the workforce and how it is deployed
- inform the development of recruitment and retention policies
- enable individuals to be paid
- ascertaining your fitness to work
- complying with legal obligations & H&S obligations

### THE LAWFUL BASIS ON WHICH WE PROCESS THIS INFORMATION

We lawfully process this information to:

- enable the performance of the employment contract, e.g. to pay salaries or make pension contributions
- perform legitimate interests of the employer, e.g. for administrative purposes

- process personal data to comply with legal obligation to disclose employee salary details to HMRC.
- comply with a legal obligation, e.g. under the public-sector equality duty.

### COLLECTING THIS INFORMATION

Whilst the majority of information you provide to us is mandatory, some of it is provided to us on a voluntary basis. In order to comply with data protection legislation, we will inform you whether you are required to provide certain school workforce information to us or if you have a choice in this.

### STORING THIS INFORMATION

Please see The Schools Data Retention Policy for details of retention periods for employee information.

### WHO WE SHARE THIS INFORMATION WITH

We routinely share this information with:

- Wakefield Local Authority
- the Department for Education (DfE)
- Fusion HR
- Access (payroll)
- asset Health
- GBG Online (DBS)
- The Trust Auditors

### WHY WE SHARE SCHOOL WORKFORCE INFORMATION

We do not share information about workforce members with anyone without consent unless the law and our policies allow us to do so.



### Local authority

We are required to share information about our workforce members with our local authority (LA) under section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments.

### Department for Education (DfE)

We share personal data with the Department for Education (DfE) on a statutory basis. This data sharing underpins workforce policy monitoring, evaluation, and links to school funding / expenditure and the assessment of educational attainment.

We are required to share information about our pupils with the (DfE) under section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments.

### DATA COLLECTION REQUIREMENTS

The DfE collects and processes personal data relating to those employed by schools (including Multi Academy Trusts) and local authorities that work in state funded schools (including all maintained schools, all academies and free schools and all special schools including Pupil Referral Units and Alternative Provision). All state funded schools are required to make a census submission because it is a statutory return under sections 113 and 114 of the Education Act 2005.

To find out more about the data collection requirements placed on us by the Department for Education including the data that we share with them, go to <https://www.gov.uk/education/data-collection-and-censuses-for-schools>

The department may share information about school employees with third parties who promote the education or well-being of children or the effective deployment of school staff in England by:

- conducting research or analysis
- producing statistics
- providing information, advice or guidance

The department has robust processes in place to ensure that the confidentiality of personal data is maintained and there are stringent controls in place regarding access to it and its use. Decisions on whether DfE releases personal data to third parties are subject to a strict approval process and based on a detailed assessment of:

- who is requesting the data
- the purpose for which it is required
- the level and sensitivity of data requested
- the arrangements in place to securely store and handle the data

To be granted access to school workforce information, organisations must comply with its strict terms and conditions covering the confidentiality and handling of the data, security arrangements and retention and use of the data. For more information about the department's data sharing process, please visit:

<https://www.gov.uk/data-protection-how-we-collect-and-share-research-data> To contact the department: <https://www.gov.uk/contact-dfe>

### REQUESTING ACCESS TO YOUR PERSONAL DATA

Under data protection legislation, you have the right to request access to information about you that we hold. To make a request for your personal information, please submit a request in writing, either by letter or email to the Data Protection Officer including:

- Name of individual



- Correspondence address
- Contact number and email address
- Details of the information requested

You also have the right to:

- object to processing of personal data that is likely to cause, or is causing, damage or distress
- prevent processing for the purpose of direct marketing
- object to decisions being taken by automated means
- in certain circumstances, have inaccurate personal data rectified, blocked, erased or destroyed
- claim compensation for damages caused by a breach of the Data Protection regulations

If you have a concern about the way we are collecting or using your personal data, we ask that you raise your concern with us in the first instance.

Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/> FURTHER INFORMATION If you would like to discuss anything in this privacy notice, please contact: Mr N Stott - Data Protection Officer. Inspire Partnership Multi Academy Trust, High Street, Gawthorpe, Ossett WF5 9QP Email: [dpo@wntai.co.uk](mailto:dpo@wntai.co.uk)

#### **FURTHER INFORMATION**

If you would like to discuss anything contained within this privacy notice, please contact:

Mr N Stott - Data Protection Officer. % Inspire Partnership, High Street, Gawthorpe, Ossett WF5 9QP Email: [dpo@wntai.co.uk](mailto:dpo@wntai.co.uk)



### **ARTIFICIAL INTELLIGENCE (AI)**

We are harnessing the opportunities and benefits Artificial Intelligence (AI) can bring. The use of AI within our Trust is tightly controlled. We use AI to help automate some of the manual tasks we need to complete. AI helps us with data driven decision making, repetitive and rule-based tasks, and predictive analytics. We do not routinely use personal data when using AI. If we do use personal data, we ensure a Data Protection Impact Assessment has been completed to identify any risks in the process for data subjects.

### **USE OF AI AND AUTOMATION**

At Inspire Partnership, we are **brave** in our use of technology to support our mission of 'excellence in every outcome.' We use digital platforms (such as Arbor, Every, and our HR systems) that may incorporate Artificial Intelligence (AI) to streamline administrative tasks, assist with data analysis, and support professional growth.

To ensure a **Professional** and fair working environment, we commit to the following:

- **Human Accountability:** We do not use 'solely automated decision-making' for any matter that has a significant effect on your employment, such as recruitment, performance management, or pay. All significant processes involve meaningful human review ('Human in the Loop').
- **Data Integrity:** Your personal data is processed within secure, vetted environments and is never used to train external or public AI models.
- **Supportive Innovation:** AI is used as a tool to reduce manual workload, allowing you to focus on what matters most; our children.

In accordance with the **Data (Use and Access) Act 2025**, you have the right to request information about the automated tools used in your role or to contest any automated processing. For further details, please contact the Compliance Officer.

