

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 school staff							
What personal data do we need from you?	Data fields on staff MIS (e.g. SIMS, RM etc), inc. paper records							
	Name	Address	Date of Birth	Ethnicity				
	NI Number	Bank Details	Health Information	Vetting information				
	Pensions data	Payroll data						
Who will be using your Personal Data?	Who is the Data Controller ?		Ardleigh St Mary's Primary School					
	Who is the Data Controller's Data Protection Officer ?		Lauri Almond (Essex County Council).					
	Are there any Data Processors ?		Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
	Who are they?		RM Integris					
What will it be used for and what gives us the right to ask for it and use it?	The Purpose (s):		Employment					
	The Legal Condition (s):		<ul style="list-style-type: none"> • 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.							
Will your data be stored in or accessible from countries with no UK-equivalent 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	Inform	<input checked="" type="checkbox"/>	Access	<input checked="" type="checkbox"/>	Rectify	<input checked="" type="checkbox"/>	Erase	<input type="checkbox"/>

© Essex County Council.

All rights reserved, Essex County Council grants its customers who have purchased a licence to use this document for the purposes of the administration and operation of the school to whom it has been sold. For those purposes customers are permitted to use, adapt, publish and copy this document provided that every adapted or published version of this document must include this copyright notice in full. No other use by other organisations or outside the terms of the permitted use stated above is permitted without the prior written permission of Essex County Council. Those infringing Essex County Council's copyright may be subject to prosecution, claims for damages or other legal action.

subject to your legal rights (marked if applicable):	Restrict <input type="checkbox"/>	Portable <input type="checkbox"/>	Object <input type="checkbox"/>	Automate <input type="checkbox"/>
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 <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
	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 The General Data Protection Regulations 2016				
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			

© Essex County Council.

All rights reserved, Essex County Council grants its customers who have purchased a licence to use this document for the purposes of the administration and operation of the school to whom it has been sold. For those purposes customers are permitted to use, adapt, publish and copy this document provided that every adapted or published version of this document must include this copyright notice in full. No other use by other organisations or outside the terms of the permitted use stated above is permitted without the prior written permission of Essex County Council. Those infringing Essex County Council's copyright may be subject to prosecution, claims for damages or other legal action.