



KALEIDOSCOPE
Multi Academy Trust

Privacy notice for the Kaleidoscope Multi-Academy Trust workforce

November 2021

Approved by: Kaleidoscope Trust Board

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1. Introduction

Under UK data protection law, individuals have a right to be informed about how our Kaleidoscope Multi-Academy Trusty (KMAT) 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.

This privacy notice explains how we collect, store and use personal data about **individuals we employ, or otherwise engage to work at our school.**

KMAT is the 'data controller' for the purposes of UK data protection law. Our data protection officer is Amy Britton dposchools@somerset.gov.uk

2. The personal data we hold

Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:

- › Personal identifiers and 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
- › Identification records (such as passport number, driving license, insurance details)
- › 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, including medical correspondence (e.g. occupational health reports)
- › Photographs/videos of your participation in school/KMAT activities (subject to consent)

We may also collect, use, store and share (when appropriate) information about you that falls into "special categories" of more sensitive personal data. This includes, but is not restricted to, information about:

- › Characteristics (such as ethnicity)
- › Any health conditions you have that we need to be aware of (including allergies)
- › Sickness records
- › Photographs and CCTV images captured in school
- › Trade union membership

We may also collect, use, store and share (when appropriate) information about criminal convictions and offences.

We may also hold data about you that we have received from other organisations, including other schools and social services, and the Disclosure and Barring Service in respect of criminal offence data. Information relating to statutory workforce checks will be stored within the school's Single Central Record, School Workforce Census returns and other legal requirements as per the education sector.

3. Why we use this data

We use the data listed above to:

- a) Enable you to be paid, including via the use of an external payroll system, banking system etc. And to enable Tax, National Insurance and Pension (subject to consent) contributions to be calculated and deducted
- b) Facilitate safe recruitment, as part of our safeguarding obligations towards pupils
- c) Support effective performance management
- d) Inform our recruitment and retention policies

- e) Allow better financial modelling and planning
- f) Enable equalities monitoring
- g) Improve the management of workforce data across the sector
- h) Support the work of the School Teachers' Review Body
- i) To enable direct communication when you are not on the premises or in the event of an emergency

3.1 Use of your personal data for marketing purposes

Where you have given us consent to do so, we may send you marketing information by email or text promoting school events, campaigns, charitable causes or services that may be of interest to you. You can withdraw consent or 'opt out' of receiving these emails and/or texts at any time by clicking on the 'Unsubscribe' link at the bottom of any such communication, or by contacting us (see 'Contact us' below).

3.2 Use of your personal data in automated decision making and profiling

We do not currently process any personal data through automated decision making or profiling. If this changes in the future, we will amend any relevant privacy notices in order to explain the processing to you, including your right to object to it.

4. Our lawful basis for using this data

Our lawful bases for processing your personal data for the purposes listed in section 3 above are as follows:

- For the purposes of 3b, c, d, e, f, g, h, i in accordance with the 'public task' basis – we need to process data to fulfil our statutory function as a school as set out here:
Data Protection Act 2018 (including UK GDPR)
KMAT Data Protection Policy
- For the purposes of a, b, c, in accordance with the 'legal obligation' basis – we need to process data to meet our responsibilities under law as set out here:
Data Protection Act 2018 (including UK GDPR)
KMAT Data Protection Policy
- For the purposes of 3 e, f, g, h, i in accordance with the 'consent' basis – we will obtain consent from you to use your personal data
- For the purposes of the 'vital interests' basis – we will use this personal data in a life-or-death situation
- For the purposes of 3 a, b, c, d, f, in accordance with the 'contract' basis – we need to process personal data to fulfil a contract with you or to help you enter into a contract with us
- For the purposes of in accordance with the 'legitimate interests' basis – where there's a minimal privacy impact and we have a compelling reason, including:
 - Providing information for continuing professional development systems

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 would go about withdrawing consent if you wish to do so.

4.1 Our basis for using special category data

For 'special category' data, we only collect and use it when we have both a lawful basis, as set out above, and one of the following conditions for processing as set out in UK data protection law:

- We have obtained your explicit consent to use your personal data in a certain way
- We need to perform or exercise an obligation or right in relation to employment, social security or social protection law
- We need to protect an individual's vital interests (i.e. protect your life or someone else's life), in situations where you're physically or legally incapable of giving consent
- The data concerned has already been made manifestly public by you
- We need to process it for the establishment, exercise or defence of legal claims
- We need to process it for reasons of substantial public interest as defined in legislation

- We need to process it for health or social care purposes, and the processing is done by, or under the direction of, a health or social work professional or by any other person obliged to confidentiality under law
- We need to process it for public health reasons, and the processing is done by, or under the direction of, a health professional or by any other person obliged to confidentiality under law
- We need to process it for archiving purposes, scientific or historical research purposes, or for statistical purposes, and the processing is in the public interest

For criminal offence data, we will only collect and use it when we have both a lawful basis, as set out above, and a condition for processing as set out in UK data protection law. Conditions include:

- We have obtained your consent to use it in a specific way
- We need to protect an individual's vital interests (i.e. protect your life or someone else's life), in situations where you're physically or legally incapable of giving consent
- The data concerned has already been made manifestly public by you
- We need to process it for, or in connection with, legal proceedings, to obtain legal advice, or for the establishment, exercise or defence of legal rights
- We need to process it for reasons of substantial public interest as defined in legislation

5. Collecting this data

While the majority of information we collect about you is mandatory, there is some information that can be provided voluntarily.

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.

Most of the data we hold about you will come from you, but we may also hold data about you from:

- Local authorities
- Government departments or agencies (such as the Department for Education)
- Police forces, courts, tribunals

6. How we store this data

We keep personal information about you while you work at our school. We may also keep it beyond your employment at our school if this is necessary. Our record retention schedule sets out how long we keep information about pupils.

We have adopted the IRMS Model Retention Schedule, which can be found the kaleidoscope website <http://www.kaleidoscopemat.co.uk/list-of-mat-policies.html>

We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed.

We will dispose of your personal data securely when we no longer need it.

7. Who we share data with

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

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

- Our local authority North Somerset Council – to meet our legal obligations to share certain information with it, such as safeguarding concerns
- Government departments or agencies
- Our regulator, Ofsted
- Suppliers and service providers:
- Somerset HR Services
- SIMs Management Information system
- Financial organisations/providers e.g. Access Budgeting and People system
- Access payroll
- Our auditors – internal and external
- Survey and research organisations
- Health authorities

- › Security organisations
- › Health and social welfare organisations
- › Professional advisers and consultants
- › Charities and voluntary organisations
- › Police forces, courts, tribunals

7.1 Transferring data internationally

- › Other schools or educational establishments
- › Government departments or agencies
- › Security organisations
- › App or cloud server providers

We may share personal information about you with the following international third parties, where different data protection legislation applies

Where we transfer your personal data to a third-party country or territory, we will do so in accordance with UK data protection law.

In cases where we have to set up safeguarding arrangements to complete this transfer, you can get a copy of these arrangements by contacting us.

8. Your rights

8.1 How to access personal information that we hold about you

You have a right to make a 'subject access request' to gain access to personal information that we hold about you.

If you make a subject access request, and if we do hold information about you, we will (subject to any exemptions that may apply):

- › 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

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

If you would like to make a request, please contact us (see 'Contact us' below).

8.2 Your other rights regarding your data

Under UK data protection law, you have certain rights regarding how your personal data is used and kept safe. For example, you have the right to:

- › Object to our use of your personal data
- › Prevent your data being used to send direct marketing
- › Object to and challenge 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
- › In certain circumstances, have the personal data we hold about you deleted or destroyed, or restrict its processing
- › Withdraw your consent, where you previously provided it for the collection, processing and transfer of your personal data for a specific purpose
- › In certain circumstances, be notified of a data breach
- › Make a complaint to the Information Commissioner's Office
- › Claim compensation for damages caused by a breach of the data protection regulations

To exercise any of these rights, please contact us (see 'Contact us' below).

9. Complaints

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

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

- Report a concern online at <https://ico.org.uk/make-a-complaint/>
- 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**: Amy Britton dposchools@somerset.gov.uk

However, our **data protection lead** has day-to-day responsibility for data protection issues in our school.

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact them:

- Simon Marriott (CEO) 01934 640941



Trustee Board Chair

1/12/2021