

INVICTUS

Education Trust

Employee Privacy Notice

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

Who are we?

Invictus Education Trust is a 'Data Controller' as defined by Article 4 (7) of the UK GDPR. This means that we determine the purposes for which, and the manner in which, 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 Trust has appointed Veritau Ltd to be its Data Protection Officer (DPO). The role of the DPO is to ensure that the Trust is compliant with the UK GDPR and to oversee data protection procedures. If you would like to discuss anything in this privacy notice, please contact the Trust's Senior Information Risk Owner Emma Myers by email emyers@invictus.education or Veritau Ltd. Veritau's contact details are:

Schools Data Protection Officer
Veritau Ltd
County Hall
Racecourse Lane
Northallerton
DL7 8AL
schoolsDPO@veritau.co.uk
01904 554025



Please ensure you include the name of your Trust in all correspondence

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, employee or teacher number, national insurance number etc)
- Previous job experience and qualifications (including copies of certificates and employment references)
- Information about your employment attendance (including reasons) and performance (including disciplinary information)
- Information about your ethnicity, religious beliefs, gender and trade union membership (for the purposes of equality monitoring)
- Information about your right to work
- Relevant medical information which affects your employment
- Relevant criminal history data as required to determine suitability for the role
- Emergency contact information of those individuals you identify
- Financial information, including bank account information, tax, national insurance and pension contributions to facilitate salary payments
- Contract information, including post, roles, start date, hours worked etc
- Information relating to your Covid vaccination status

Methods of collecting this information about you:

- Documents supplied by you in the course of your job application or at supplementary points
- Checks carried out with professional bodies
- Information provided by previous employers
- Directly from you

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)(b) (contractual obligation), Article 6 (1)(c) (legal obligation), Article 6 (1)(f) (legitimate interests), Article 9 (2)(b) (employment and social security and social protection law) and Article 9 (2)(g) (Reasons of substantial public interest – condition 18 (safeguarding of children and vulnerable people) of Part 2 of Schedule 1 of the DPA 2018) of the UK GDPR:

- Contractual requirements
- Employment checks e.g. right to work in the UK
- Salary requirements
- Inform the development of recruitment and retention policies, and to allow us to monitor whether these policies are effective in promoting diversity in the workforce (if applicable)
- In order to meet our health and safety obligations with regard to prevention of the spread of infection during a global pandemic by providing you with a safe place to work
- In order to conduct risk assessments to be able to maintain adequate and safe staffing levels during a global pandemic
- We also may retain some information for historical and archiving purposes in the public interest

To process your criminal history data, the Trust relies on the following conditions under Schedule 1 of the Data Protection Act 2018:

- (6). Statutory and government purposes
- (10). Preventing or detecting unlawful acts
- (18). Safeguarding of children and individuals at risk

Most of the personal information we collect from you is mandatory in order to fulfil the obligations stipulated above, however some of the information that we may ask you to provide is voluntary, for example additional ethnicity information. In this instance, we rely on Article 6(1)(a) (consent) and Article 9 (2)(a) (explicit consent) to process this information. We will inform you of your choice not to provide this information prior to collection of the data.

Photographs

We will seek your consent to use your photo on our website. Please note that you can withdraw this consent at any time.

Where we are processing your personal data with your consent you have the right to withdraw that consent. If you change your mind, or are unhappy with our use of your personal data, please let us know by contacting the Trust's Senior Information Risk Owner Emma Myers by email emyers@invictus.education.

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 and relevant HR staff.

Your name, job title, work email address, telephone number and office base will be available in our internal telephone directory which is accessible to all staff.

Who do we share your personal data with?

We will share your information with the following organisations:

- The Department for Education (DfE) collects personal data from educational settings and local authorities via various statutory data collections. We are required to share information about our Trusts employees with the DfE under section 5 of the Education (Supply of Information about the School Workforce) (England) Regulations 2007 and amendments
- HM Revenue & Customs
- Department of Work and Pension, if applicable
- Pension Fund/Teachers' Pensions fund
- Any salary sacrifice arrangement you sign up to
- Your trade union, if applicable
- Examining bodies, if applicable
- Payroll administrator
- 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.

The Trust also has a specific duty (section 537A of the Education Act 1996) to share your information with the Department of Education for the purpose of the annual school census.

How long do we keep your personal data for?

Invictus Education Trust will keep your data in line with our policies and procedures. 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 Trust 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 the UK 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 Trust 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 icocasework@ico.org.uk / 0303 123 1113

Last updated

We may need to update this privacy notice periodically so we recommend that you revisit this information from time to time. This version was last updated on 27 June 2022.