



PRIVACY NOTICE FOR CHRISTUS CATHOLIC TRUST and its ACADEMIES WORKFORCE

USE OF YOUR PERSONAL DATA

The Christus Catholic Trust wishes to build a welcoming community of faith that has Christ at the centre, where all within our schools' communities have a love of God and a love of one another. Prayer and liturgy will shape our daily life.

Under data protection law, individuals have a right to be informed about how the Christus Catholic Trust, a multi academy trust, 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 working with the Trust workforce - the individuals we employ, or otherwise engage, to work at our Multi Academy Trust.

We, the Christus Catholic Trust (Company Number 08610377), and the academies within our Trust, are the 'data controller' for the purposes of data protection law.

Our interim data protection officer is Stephen Foster (see 'Contact us' below).

The personal data we hold

We process data relating to those we employ, or otherwise engage at our Multi Academy Trust. Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:

- Name and Contact details
- Date of birth, marital status and gender
- Information about business and pecuniary interests, if applicable for role
- Next of kin and emergency contact numbers
- Post, salary, annual leave, pension and benefits information
- Bank account details, payroll records, National Insurance number and tax status information
- 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, employee or teacher number, job titles, working hours, training records and professional memberships
- Performance information
- Outcomes of any disciplinary and/or grievance procedures
- Copy of photo identification (e.g. driving licence)
- Photographs, videos and other images
- CCTV footage
- Data about your use of the school's information and communications system
- Absence data

We may also collect, store and use information about you that falls into "special categories" of more sensitive personal data. This includes information about (where applicable):

- Race, ethnicity, gender, age, religious beliefs, sexual orientation and political opinions
- Disability and access requirements
- Trade Union Membership
- Health, including any medical conditions, and sickness records

Why we use this data

The purpose of processing this data is to support the Multi Academy Trust to:

- Enable you to be paid
- Facilitate safe recruitment, as part of our safeguarding obligations towards pupils
- Support effective performance management
- Inform our recruitment and retention policies

- Allow better financial modelling and planning
- Enable equalities monitoring
- Improve the management of workforce data across the sector
- Support the work of the School Teachers' Review Body

Our lawful basis for using this data

We only collect and use personal information about you when the law allows us to. Most commonly, we use it where we need to:

- Comply with a legal obligation
- Carry out a task in the public interest
- Fulfil a contract we have entered into with you

Less commonly, we may also use personal information about you where:

- You have given us consent to use it in a certain way
- We need to protect your vital interests (or someone else's interests)

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 go about withdrawing consent if you wish to do so.

Some of the reasons listed above for collecting and using personal information about you overlap, and there may be several grounds which justify our use of your data.

Collecting this information

While the majority of information we collect from you is mandatory, there is some information that you can choose whether or not to provide to us.

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.

How we store this data

We create and maintain an individual employment file for each staff member. The information contained in this file is kept secure and is only used for purposes directly relevant to your employment.

When your employment/relationship with the Multi Academy Trust has ended, we will retain and dispose of your personal information in accordance with the Trust's Record Management Policy.

Data sharing

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

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

- Our local authorities – to meet our legal obligations to share certain information with them, such as safeguarding concerns
- The Roman Catholic Diocese of Brentwood
- Other schools within the Catholic Christus Trust
- Suppliers and service providers – to enable them to provide the service we have contracted them for, such as payroll
- Professional advisers and consultants
- Employment and recruitment agencies
- Police forces, courts, tribunals
- The Department for Education
- Your family or representatives
- Educators and examining bodies
- Our regulator (Ofsted)
- Financial organisations
- Central and local government
- Our auditors
- Survey and research organisations
- Trade unions and associations
- Health authorities
- Security organisations
- Health and social welfare organisations
- Mental health and wellbeing organisations
- Charities and voluntary organisations
- Professional bodies

Transferring data internationally

Where we transfer personal data to a country or territory outside the European Economic Area, we will do so in accordance with data protection law.

Your rights

How to access personal information we hold about you

Individuals have a right to make a 'subject access request' to gain access to personal information that the Multi Academy Trust holds about them.

If you make a subject access request, and if we do hold information about you, we will:

- 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 our data protection officer.

Your other rights regarding your data

Under data protection law, individuals have certain rights regarding how their personal data is used and kept safe. You have the right to:

- Object to the use of your personal data if it would cause, or is causing, damage or distress
- Prevent your data being used to send direct marketing
- Object to 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, deleted or destroyed, or restrict processing
- Claim compensation for damages caused by a breach of the data protection regulations

To exercise any of these rights, please contact our data protection officer.

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.

To make a complaint, please contact our data protection officer.

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

- Report a concern online at <https://ico.org.uk/concerns/>
- Call 0303 123 1113
- Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Contact us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our Trust data protection officer:

Stephen Foster (interim DPO), c/o St Teresa's Catholic Primary School,
Elsenham Crescent, Basildon, SS14 1UE

This notice is based on the [Department for Education's model privacy notice](#) for the school workforce, amended to reflect the way we use data in this Multi Academy Trust