

Bridgewater Primary School

Personal Information	Who needs to be informed that it is being held? (parents, staff)	Sources	Physical, electronic or both	Does it move between your school and other organisations/people outside the school	If yes, external organisations or people (i.e. parents)	Why is it kept? Why is it shared with the organisation or individuals?	Is it Accurate?	Should it be kept?	If kept, how long for?	Does anyone need informing that it has been corrected?	Legal basis for holding the information
Specific											
E-Mails	Parent, Staff, Pupils, Parents, contractors	IT server, intranet	Electronic	Yes	Local Authority (i.e. safeguarding report), Service providers [school meals, payment arrangements] See other rows that include email	Contractual Reasons	Yes	Yes	6 Months, unless for reasons stated in other rows	No	
Photos	Parent, Staff, Pupils, Parents, Contractor, Visitors	Locations in the school, newsletters, school events, electronic signing in system	Both	No (unless taken by an external company)	Yes, photographic company	Contractual arrangement for providing the photo	Yes	Yes, for publicity and information purposes about the school's achievements and records	School photo events - 5 years or until out of date	No	4
Staff											
Name	Employee	SIMS, staff file, email, school website, course certificates, registers, 'signing in system', newsletters, Business Continuity Plan, accident returns, SCR, HR Online systems	Both	Yes	Public (i.e. if included on the website), HR provider (EPM), Occupational Health (Medigold), contractors Local Authority (i.e. safeguarding report), email	Contractual reasons	Yes	Yes	Ongoing	No (unless changes of name)	4
Gender	Employee	SIMS, staff file, email, school website, course certificates, registers, 'signing in system', newsletters, Business Continuity Plan, accident returns, SCR, HR Online systems	Both	Yes	Public (i.e. if included on the website), HR provider (name the provider), Occupational Health (name provider), contractors (i.e. Plumsun, training providers), Local Authority (i.e. safeguarding report), email	Contractual reasons	Yes	Yes	Ongoing	No (unless changes of title)	4
D.O.B	Employee	SIMS, staff file, email	Both	Yes	Occupational Health, HR Services	Contractual Reasons	Yes	Yes	Ongoing	No	4

National Insurance	Employee	SIMS, staff file	Both	Yes	HR Payroll	Contractual Reasons	Yes	Yes	Ongoing	No	4
Job application	Employee	staff file, on-line received from potential employee	Both	Yes	HR Services	Contractual Reasons	Yes	Yes	6 months	No	4
References	Employee	staff file	No	No	N/A	N/A	Yes	Yes	6 months (unless the member of staff is in agreement to keep it longer)	No	4
Pension Info	Employee	SIMS, staff file, Payroll	Both	Yes	HR Payroll	Contractual Reasons	Yes	Yes	Ongoing	No	4
Bank account	Employee	SIMS, staff file, Payroll	Both	Yes	HR Payroll	Contractual Reasons	Yes	Yes	Ongoing (for pay)	No	4
Next of Kin	Employee	SIMS, staff file	Both	No	N/A	N/A	Yes	Yes	Ongoing (for emergency contact)	No	4
Appraisal	Employee	staff file	Physical	Yes	HR Services	Advice on Employment	Yes	Yes	Two years (for record of consistency)	No	4
Car registration	Employee	staff file	Physical	No	N/A	N/A	Yes	Yes	Whilst valid business use		4
Phone numbers	Employee	SIMS, staff file, email	Both	Yes	HR Services	Contractual Reasons	Yes	Yes	Ongoing	No	4
email address	Employee	SIMS, staff file, IT	Both	Yes	IT company	Contractual Reasons	Yes	Yes	Ongoing	No	4
Salary	Employee	SIMS, staff file, Salaries file	Both	Yes	HR Payroll	Contractual Reasons	Yes	Yes	Ongoing (for pay)	No	4
Sick absence/other absence	Employee	Staff file [also see staff appraisal]	Physical	Yes	HR Services and Occupational Health	Advice on Employment	Yes	Yes	Two years (for record of consistency)	No	4
DBS	Employee	Staff file See single central record	Both	Yes	DBS Website for update service	Check DBS for new employee	Yes	Yes	6 Months, the DBS number is kept ongoing	N/A	4
On-site and off-site visits - risk assessments (Name)	Employee	Paper (taken on and off site) and Electronic documents	Both	Yes	Plumsun Ltd, Education Centre and other Venues	To run school visits and for activities (on-site and off site)	Yes	Yes	Ongoing	Plumsun	4
Passport/ID information	Employee	Staff file See single central record	Physical	No	N/A	N/A	Yes	Yes	6 months	No	4
Single Central record	Employee	Single Central Record [information collected is included on this form]	Both	No	No	Shared with Ofsted for inspection purposes	Yes	Yes	Ongoing	Yes	4
Training record	Employee	Staff file, staff room walls and other locations in schools needed for an emergency response such as first aid, fire) See single central record	Both	No	N/A	Shared with Ofsted for inspection purposes, business continuity plan and for medical emergencies	Yes	Yes	Ongoing, until the training is no longer valid	Yes	4

Copy of qualifications	Employee	Staff file See single central record	Physical	No	N/A	N/A	Yes	Yes	6 months	No	4
Photos for ID	Employee	Staff file	Both	No (unless taken by an external company)	Yes, photographic company	Contractual arrangement for providing the photo	Yes	Yes	Ongoing (i.e. used on staff badges)	No	4
General Photos	Employee	Locations in the school, newsletters, school events, websites	Both	No (unless taken by an external company)	Yes, photographic company	Contractual arrangement for providing the photo	Yes	Yes, for publicity and information purposes about the school's achievements and records	School photo events - 5 years, newsletters - 2 years, website until out of date	No	4
Medical	Employee	Staff file & HR provider	Both	Yes	HR Services and Occupational Health	Advice on employment	Yes	Yes	Two years (for record of consistency)	No	4
Sickness/absence	Employee	Staff file & HR provider	Both	Yes	HR Services and Occupational Health	Advice on employment	Yes	Yes	Two years (for record of consistency)	No	4
Disciplinary	Employee	Staff file & HR provider	Both	Yes	HR Services and Occupational Health	Advice on employment	Yes	Yes	Two years (for record of consistency)	No	4
First aid record	Employee	staff file, Staff Room walls and other locations in schools needed for and emergency response such as first aid, fire) See single central record	Both	No	N/A	Shared with Ofsted for inspection purposes, business continuity plan and for medical emergencies	Yes	Yes	Ongoing, until the training is no longer valid	Yes	4
Emergency Contact	Employee	SIMS, staff file	Both	No	N/A	N/A	Yes	Yes	Ongoing (for emergency contact)	No	4
Interview notes	Employee	Staff file	Physical	Yes	HR Services	Contractual Reasons	Yes	Yes	6 months	No	4
Marriage Certificates, Change of Deed	Employee	Staff file See single central record	Physical	No	N/A	N/A	Yes	No - used to check legally correct change of status/name	Less than 6 months	No	4
Disabilities	Employee	Staff file	Both	Yes	HR Services and occupational health	Contractual Reasons	Yes	Yes	6 months or if an ongoing requirement for emergency response	No	4
Sexual Preference	Employee	Anonymously collected	Physical	Yes	HR Services	Contractual Reasons	Yes	Yes	6 months	No	4
Previous work Experience	Employee	Staff file	Physical	No	N/A	N/A	Yes	Yes	6 months (unless the member of staff is in agreement to keep it longer)	No	4
Teacher status check	Employee	Staff file See single central record	Yes	Yes	DBS Website for update service	Check DBS for new employee	Yes	Yes	6 Months, the DBS number is kept ongoing	N/A	4
Disqualification by Association	Employee	Staff file See single central record	Both	Yes	DBS Website for update service	Check DBS for new employee	Yes	Yes	6 Months, the record that the check was undertaken is stored	N/A	4

Pupils

Name	Parent and pupil	SIMS, pupil file, email, school website, Pupil Progress, registers, 'signing in system', newsletters, accident returns, absence recording line	Both	Yes	Public (see below eg ParentMail, EasiPC), Local Authority (i.e. safeguarding report),	Contractual reasons	Yes	Yes	Ongoing	No (unless changes of name)	4
Photos	Parent and pupil	Locations in the school (medical and publicity purposes), newsletters, school events	Both	No (unless taken by an external company)	Yes, photographic company	Contractual arrangement for providing the photo	Yes	Yes, for medical reasons, publicity and information purposes about the school's achievements and	School photo events - 5 years, newsletters - 2 years	No	4
Gender	Parent	SIMS, pupil file, email, school website, Pupil Progress, registers, 'signing in system', newsletters, accident returns	Both	Yes	Public (i.e. if included on the website), contractors (i.e. Plumsun, educational visit sign off), Local Authority (i.e. safeguarding report), email	Contractual reasons	Yes	Yes	Ongoing	No (unless changes of name)	4
Parents names	Parent	SIMS, pupil file, email, accident returns, safeguarding reports, contractual document (such as permission slips), absence recording line [deleted each day]	Both	Yes	Local Authority (i.e. safeguarding report), email	Contractual reasons	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	No (unless changes of name)	4
Address	Parent	SIMS, pupil file, email, accident returns, safeguarding reports, contractual document (such as permission slips), absence recording line [deleted each day]	Both	Yes	Local Authority, NHS, email	Contractual reasons	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	No (unless changes of name)	4
SEN	Parent	SIMS, pupil file, email, accident returns, safeguarding reports, contractual document (such as permission slips), absence recording line [deleted each day]	Both	Yes	Local Authority (i.e. safeguarding report), email, Change of School	Contractual reasons	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	No (unless changes of name)	4

Medical	Parent	SIMS, pupil file, Staff Room/Medical Room (in order to respond to emergencies), email, accident returns, safeguarding reports, contractual document (such as permission slips), absence recording line [deleted each day]	Both	Yes	Local Authority (i.e. safeguarding report), email, Plumsun (emergency response on school visits)	Contractual reasons	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	No (unless changes of name)	4
Allergies	Parent	SIMS, pupil file, Staff Room/Medical Room (in order to respond to emergencies), email, accident returns, safeguarding reports, contractual document (such as permission slips), absence recording line [deleted each day]	Both	Yes	Local Authority (i.e. safeguarding report), email, Plumsun (emergency response on school visits)	To respond to pupils needs	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	No (unless changes of name)	4
Ethnicity and Religion	Parent	SIMS, pupil file	Both	Yes	Local Authority, Plumsun (emergency response on school visits)	To respond to pupils needs	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes, parents if needs change	4
Behaviour Records and Risk Assessments	Parent	SIMS, Progress Reports	Both	Yes	Local Authority, Ofsted, parents, Plumsun (electronic school visit form)	Safeguarding, contractual arrangements - pupil attendance at school	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
Teacher reports	Parent	SIMS, Progress Reports	Both	Yes	Local Authority, Ofsted, parents	Contractual arrangements - pupil attendance at school	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
Academic achievement	Parent	SIMS, Progress Reports	Both	Yes	Local Authority, Ofsted, parents	Contractual arrangements - pupil attendance at school, parents	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
Siblings	Parent	SIMS, Data Collection Forms	Both	Yes	Local Authority, Ofsted	Safeguarding, safeguarding audits, contractual arrangements - pupil attendance at school	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
Family information	Parent	SIMS	Both	Yes	Local Authority, Ofsted, parents	Safeguarding, safeguarding audits, contractual arrangements - pupil attendance at school	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
SATS results	Parent	SIMS, Progress Reports, School intranet	Both	Yes	Local Authority, Ofsted, parents	Contractual arrangements	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
Assessments	Parent	SIMS, Progress Reports, School intranet	Both	Yes	Local Authority, Ofsted, parents	Contractual arrangements	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
Tracking data	Parent	SIMS, Progress Reports, School intranet	Both	Yes	Local Authority, Ofsted, parents	Contractual arrangements	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4

First aid record	Parent	SIMS, Office, Medical Room	Both	Yes	Local Authority, Ofsted, parents	Contractual arrangements	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
Exam certificates	Parent	SIMS, Progress Reports, IT server, School intranet	Both	Yes	Local Authority, Ofsted, parents	Contractual arrangements	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	Yes	4
LAC/Court Orders	Parent	SIMS, Staff Office, IT server, intranet	Both	Yes	Local Authority, Ofsted, parents	Contractual arrangements	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
Free School meals	Parent	SIMS, Staff Office, IT server, intranet	Both	Yes	Catering provider, Ofsted, parents	Contractual arrangements	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
Emergency Contacts	Parent	SIMS, Staff Office, IT server, intranet	Both	Yes	N/A	N/A	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
Email	Parent	SIMS, pupil file, IT server, intranet	Both	Yes	IT company	Contractual Reasons	Yes	Yes	Ongoing	No	4
Physical Intervention	Parent	SIMS, Office, Medical Room	Both	Yes	Local Authority, Ofsted, parents	Contractual arrangements	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
Doctors details	Parent	SIMS, Office, Medical Room	Both	Yes	Local Authority, Ofsted, parents,	Contractual arrangements	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes	4
First language	Parent	SIMS, pupil file	Both	Yes	Local Authority	To respond to pupils needs	Yes	Yes	Ongoing, whilst the pupil is attending school	Yes, parents if needs change	4
Birth Certificates	Parent	Paper	Physical	No	N/A	Check for school visits abroad, examination board check	Yes	No	Whilst the pupil is attending school	No	

Parental

Name	Parent	SIMS, pupil file, email, safeguarding reports, contractual document (such as permission slips), absence recording line [deleted each day]	Both	Yes	Local Authority (i.e. safeguarding report), email	Contractual reasons	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	No (unless changes of name)	4
Address	Parent	SIMS, pupil file, email, safeguarding reports, contractual document (such as permission slips), absence recording line [deleted each day]	Both	Yes	Local Authority (i.e. safeguarding report), email	Contractual reasons	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	No	4
Gender	Parent	SIMS, pupil file, email, safeguarding reports,	Both	Yes	Local Authority (i.e. safeguarding report), email	Contractual reasons	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	No	4
Phone Number	Parent	SIMS, pupil file, email	Both	Yes	Local Authority (i.e. safeguarding report), Service providers [school meals, Payment Arrangements]email,	Contractual reasons	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	No	4
Call History	Parent	absence recording line [deleted each day]	Both	Yes	No	N/A	Yes	Yes	One day	No	4

Letters	Parent	SIMS, pupil file, email	Both	Yes	Local Authority (i.e. safeguarding report), Service providers [school meals, payment arrangements], email,	Contractual reasons	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	No	4
Marital status	Parent	SIMS, pupil file, email, safeguarding reports	Both	Yes	Local Authority (i.e. safeguarding report), email	Contractual reasons	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	No	4
Relationship to pupil	Parent	SIMS, pupil file, email, safeguarding reports	Both	Yes	Local Authority (i.e. safeguarding report), email	Contractual reasons	Yes	Yes	Ongoing, whilst the pupil is attending school and for 6 months following attendance	No	4
Governors											
Name	Governor	SIMS, governor file, email, school website, course certificates, registers, 'signing in system', newsletters, Business Continuity Plan, [see single central record]	Both	Yes	Public (i.e. if included on the website), HR provider (name the provider), contractors (i.e. Plumsun, training providers), Local Authority (i.e. safeguarding report), email	Contractual reasons	Yes	Yes	Ongoing	No (unless changes of name)	4
DBS	Governor	governor file, [See single central record]	Both	Yes	DBS Website for update service	Check DBS for new employee	Yes	Yes	6 Months, the DBS number is kept ongoing	N/A	4
Gender	Governor	SIMS, governor file, email, safeguarding reports	Both	Yes	Local Authority (i.e. safeguarding report), email	Contractual reasons	Yes	Yes	Ongoing, whilst the person is a Governor at the school	No	4
Personal Contact details	Governor	SIMS, governor file, email, safeguarding reports	Both	Yes	Local Authority (i.e. safeguarding report), email	Contractual reasons	Yes	Yes	Ongoing, whilst the person is a Governor at the school		
Email	Governor	SIMS, pupil file, IT server, intranet	Both	Yes	IT company	Contractual Reasons	Yes	Yes	Ongoing	No	4
Address	Governor	SIMS, governor file	Both	Yes	Local Authority	Contractual reasons	Yes	Yes	Ongoing, whilst the person is a Governor at the school		
Telephone Numbers	Governor	SIMS, governor file	Both	Yes	N/A	N/A	Yes	Yes	Ongoing, whilst the person is a Governor at the school		
Conflict of interest/Register of interest	Governor	SIMS, governor file	Both	Yes	N/A	N/A	Yes	Yes	Ongoing, whilst the person is a Governor at the school		
Profile	Governor	SIMS, governor file, school website, Business Continuity Plan, [see single central record], IT server, school intranet	Both	Yes	N/A	N/A	Yes	Yes	Ongoing, whilst the person is a Governor at the school		
Attendance at meetings	Governor	SIMS, governor file. school website	Both	Yes	N/A	N/A	Yes	Yes	Ongoing, whilst the person is a Governor at the school		

Photos	Governor	Locations in the school (publicity purposes), newsletters, school events, electronic signing in system	Both	No (unless taken by an external company)	Yes, photographic company	Contractual arrangement for providing the photo	Yes	Yes, for medical reasons, publicity and information purposes about the school's achievements and records	School photo events - 5 years, newsletters - 2 years	No	4
Contractors											
Name	Contractor	SIMS, email, school website, contracts, 'signing in system', Business Continuity Plan, (see single central record)	Both	Yes	Public (i.e. if included on the website), other contractors (i.e. Plumsun for educational visits, accident reporting), email	Contractual reasons	Yes	Yes	Ongoing	No (unless changes of name)	4
Address	Contractor	SIMS, email, school website, contracts, Business Continuity Plan, [See single central record]	Both	Yes	Public (i.e. if included on the website), other contractors (i.e. Plumsun for educational visits, accident reporting), email	Contractual reasons	Yes	Yes	Ongoing	No (unless changes of name)	4
Gender	Contractor	SIMS, email, school website, contracts, Business Continuity Plan, [See single central record]	Both	Yes	Public (i.e. if included on the website), Other contractors (i.e. Plumsun for educational visits, accident reporting), email	Contractual reasons	Yes	Yes	Ongoing	No (unless changes of name)	4
Mobile phone	Contractor	SIMS, email, school website, contracts, Business Continuity Plan, [See single central record]	Both	Yes	Public (i.e. if included on the website), Other contractors (i.e. Plumsun for educational visits, accident reporting), email	Contractual reasons	Yes	Yes	Ongoing	No (unless changes of name)	4
DBS	Contractor	Contractual records, [see single central record]	Both	Yes	DBS Website for update service	Check DBS for new employee	Yes	Yes	6 Months, the DBS number is kept ongoing	N/A	4
Organisation	Contractor	Contractual records, [see single central record]	Both	Yes	DBS Website for update service	Contractual reasons	Yes	Yes	Kept as long as the current contract lasts	N/A	4
Photos	Contractor	Electronic signing in system	Electronic	No	N/A	N/A	Yes	No	N/A	No	4
VAT Information	Contractor	Contractual records [see single central record]	Electronic	No	N/A	N/A	Yes	Yes	Kept as long as the current contract lasts	No	4
Visitors											
Name	Visitor	Electronic signing in system, school register	Electronic	No	N/A	N/A	Yes	Yes	One day	No	4
Car registration	Visitor	Electronic signing in system, school register	Electronic	No	N/A	N/A	Yes	Yes	One day	No	4

Gender	Visitor	Electronic signing in system, school register	Electronic	No	N/A	N/A	Yes	Yes	One day	No	4
Organisation	Visitor	Electronic signing in system, school register	Electronic	No	N/A	N/A	Yes	Yes	One day	No	4
DBS	Visitor	Electronic signing in system	Electronic	No	N/A	N/A	Yes	Yes	One day	No	4
Emails	Visitor	IT server, intranet	Both	Yes	IT company	Reasons for arranging a visit	Yes	No	Until the visit	No	4
Photo	Visitor	Electronic signing in system	Electronic	No	N/A	N/A	Yes	Yes	One day	No	4
Volunteers											
Name	Individual	SIMS, email, school website, contracts, 'signing in system', Business Continuity Plan, [See single central record]	Both	Yes	Public (i.e. if included on the website), Other contractors (i.e. Plumsun for educational visits, accident reporting), email, HR provider	Contractual reasons	Yes	Yes	Ongoing	No (unless changes of name)	4
Photo ID	Individual	Electronic signing in system	Electronic	No	N/A	N/A	Yes	Yes	One day	No	4
Gender	Individual	SIMS, email, school website, contracts, 'signing in system' [see single central record]	Both	Yes	Public (i.e. if included on the website), Other contractors (i.e. Plumsun for educational visits, accident reporting), email, HR provider	Contractual reasons	Yes	Yes	For as long as the contract to volunteer	No	4
Contact details	Individual	SIMS, email, contracts, IT server, School intranet	Both	Yes	Public (i.e. if included on the website), Other contractors (i.e. Plumsun for educational visits, accident reporting), email, HR provider	Contractual reasons	Yes	Yes	For as long as the contract to volunteer	No	4
DBS	Individual	Contractual records, [see single central record]	Both	Yes	DBS Website for update service	Check DBS for new employee	Yes	Yes	6 months, the DBS number is kept ongoing	N/A	4
Next of kin	Individual	SIMS, email, contracts, IT server, school intranet	Both	Yes	Public (i.e. if included on the website), Other contractors (i.e. Plumsun for educational visits, accident reporting), email, HR provider	Contractual reasons	Yes	Yes	For as long as the contract to volunteer	No	4
Car registration	Individual	Electronic signing in system	Both	No	N/A	N/A	Yes	Yes	One day	No	4

Examples of external organisations/providers with whom information is shared

Local Authority
Human Resources/Payroll
Occupational Health

West Northants Council
EPM
Medigold

Health Services	NHS, Public Health England
Educational Visits	West Northants Council, Plumsun
Educational Psychology	West Northants Council
Physical education/events	Various providers including Pacesetters, Outspoken Training, Northamptonshire Sport, Northampton County LTC
Staff Training	Various Training providers
Staff Insurance	The Education Broker
GDPR Advisors	Plumsun
IT Advisors	EasiPC
Cashless Payment System	ParentMail
School Meals	TNS
Pupil Attainment Tracker	Insight
Teaching Resources	SeeSaw
Photography	Tempest
Governor Clerking	Mrs T Elkin
School Trips	Various providers including PGL, Rock UK