



London Design & Engineering UTC

Data Retention Policy

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| Prepared by | Katie Harris, LDE UTC |
| Acknowledgements | |
| Date Last Approved | 24 June 2021 |
| Policy Approved by | Board of Directors |
| Version | 2.0 |
| Next Policy Review Date | June 2024 |

Version Control Table

| Version | Date | Amended by | Rationale |
|---------|------------|--------------|-----------------------------------|
| 1.0 | 11/10/2018 | | Policy approved by the Board |
| 1.1 | 16/06/2021 | Katie Harris | Review of policy and minor amends |
| 2.0 | 24/06/2021 | | Version approved by the Board |
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Guidance on version Control:

The above is an example of how to complete the Version control table.

Versions are 0.1, 0.2 etc until such point as the document is approved. Then it becomes version 1.0.

Subsequent edited versions become 1.1, 1.2, or if it's a major update, 2.0. Do not worry about the numbers going up and up its about getting the policy right – it's all fine.

DATA RETENTION POLICY

Policy Coverage

| THE POLICY APPLIES OR COVERS THE FOLLOWING GROUPS | | | |
|---|----------|------------------------------|----------|
| Type of Learner | Tick (✓) | Type of Stakeholder | Tick (✓) |
| Key Stage 3 (KS3) Carousel | ✓ | Teaching Staff | ✓ |
| Key Stage 4 (KS4) GCSE | ✓ | Education Support Staff | ✓ |
| Key Stage 5 (KS5) Level 2 | ✓ | Administrative Support Staff | ✓ |
| Key Stage 5 (KS5) Level 3 | ✓ | Directors | ✓ |
| Key Stage 5 (KS5) A Levels | ✓ | Employers | ✓ |
| Apprentices | ✓ | Visitors / Contractors | ✓ |

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1. Introduction

The College has a responsibility to maintain its records and record keeping systems. When doing this, the College will take account of the following factors: -

- The most efficient and effective way of storing records and information;
- The confidential nature of the records and information stored;
- The security of the record systems used;
- Privacy and disclosure; and
- Their accessibility.

This policy does not form part of any employee's contract of employment and is not intended to have contractual effect. It does, however, reflect the College's current practice, the requirements of current legislation and best practice and guidance. It may be amended by the College from time to time and any changes will be notified to employees within one month of the date on which the change is intended to take effect. The College may also vary any parts of this procedure, including any time limits, as appropriate in any case.

2. Data Protection

This policy sets out how long employment-related and learner data will normally be held by us and when that information will be confidentially destroyed in compliance with the terms of the UK General Data Protection Regulation (UK GDPR) and the Freedom of Information Act 2000.

Data will be stored and processed to allow for the efficient operation of the College. The College's Data Protection Policy outlines its duties and obligations under the UK GDPR.

3. Retention Schedule

Information (hard copy and electronic) will be retained for at least the period specified in the attached retention schedule. When managing records, the College will adhere to the standard retention times listed within that schedule.

Paper records will be regularly monitored by Katie Harris MIS and Data Lead

Electronic records will be regularly monitored by the IT Service Delivery Manager and the MIS and Data Lead.

The schedule is a relatively lengthy document listing the many types of records used by the College and the applicable retention periods for each record type. The retention periods are based on business needs and legal requirements.

4. Destruction of Records

Where records have been identified for destruction they should be disposed of in an appropriate way. All information must be reviewed before destruction to determine whether

there are special factors that mean destruction should be delayed, such as potential litigation, complaints or grievances.

All paper records containing personal information, or sensitive policy information should be shredded before disposal where possible. All other paper records should be disposed of by an appropriate waste paper merchant. All electronic information will be deleted.

The College will maintain a database of records which have been destroyed and who authorised their destruction. When destroying documents, the appropriate staff member should record in this list at least: -

- File reference (or other unique identifier);
- File title/description;
- Number of files; and
- Name of the authorising officer.

5. Archiving

Where records have been identified as being worthy of preservation over the longer term, arrangements should be made to transfer the records to the archives. A database of the records sent to the archives is maintained by the MIS and Data Lead. The appropriate staff member, when archiving documents should record in this list the following information: -

- File reference (or other unique identifier);
- File title/description;
- Number of files; and
- Name of the authorising officer.

6. Transferring Information to Other Media

Where lengthy retention periods have been allocated to records, members of staff may wish to consider converting paper records to other media such as digital media or virtual storage centres (such as cloud storage). The lifespan of the media and the ability to migrate data where necessary should always be considered.

7. Responsibility and Monitoring

The MIS and Data Lead has primary and day-to-day responsibility for implementing this Policy. The Data Protection Officer, in conjunction with the College is responsible for monitoring its use and effectiveness and dealing with any queries on its interpretation. The data protection officer will consider the suitability and adequacy of this policy and report improvements directly to management.

Internal control systems and procedures will be subject to regular audits to provide assurance that they are effective in creating, maintaining and removing records.

Management at all levels are responsible for ensuring those reporting to them are made aware of and understand this Policy and are given adequate and regular training on it.

8. Retention Schedule

| FILE DESCRIPTION | RETENTION PERIOD |
|---|---|
| Employment Records | |
| Job applications and interview records of unsuccessful candidates | Six months after notifying unsuccessful candidates, unless the College has applicants' consent to keep their CVs for future reference. In this case, application forms will give applicants the opportunity to object to their details being retained |
| Job applications and interview records of successful candidates | 6 years after employment ceases |
| Written particulars of employment, contracts of employment and changes to terms and conditions | 6 years after employment ceases |
| Right to work documentation including identification documents | 2 years after employment ceases |
| Immigration checks | Two years after the termination of employment |
| DBS checks and disclosures of criminal records forms | As soon as practicable after the check has been completed and the outcome recorded (i.e. whether it is satisfactory or not) unless in exceptional circumstances (for example to allow for consideration and resolution of any disputes or complaints) in which case, for no longer than 6 months. |
| Change of personal details notifications | No longer than 6 months after receiving this notification |
| Emergency contact details | Destroyed on termination |
| Personnel and training records | While employment continues and up to six years after employment ceases |
| Annual leave records | Six years after the end of tax year they relate to or possibly longer if leave can be carried over from year to year |
| Consents for the processing of personal and sensitive data | For as long as the data is being processed and up to 6 years afterwards |
| Working Time Regulations: <ul style="list-style-type: none"> • Opt out forms • Records of compliance with WTR | <ul style="list-style-type: none"> • Two years from the date on which they were entered into • Two years after the relevant period |
| Disciplinary and training records | 6 years after employment ceases |
| Annual appraisal/assessment records | Current year plus 6 years |
| Professional Development Plans | 6 years from the life of the plan |

| FILE DESCRIPTION | RETENTION PERIOD |
|---|---|
| Allegations of a child protection nature against a member of staff including where the allegation is founded | 10 years from the date of the allegation or the person's normal retirement age (whichever is longer). This should be kept under review. Malicious allegations should be removed. |
| Financial and Payroll Records | |
| Pension records | 12 years |
| Retirement benefits schemes – notifiable events (for example, relating to incapacity) | 6 years from the end of the scheme year in which the event took place |
| Payroll and wage records | 6 years after end of tax year they relate to |
| Maternity/Adoption/Paternity Leave records | 3 years after end of tax year they relate to |
| Statutory Sick Pay | 3 years after the end of the tax year they relate to |
| Current bank details | No longer than necessary |
| Bonus Sheets | Current year plus 3 years |
| Time sheets/clock cards/flexitime | Current year plus 3 years |
| Pupil Premium Fund records | Date pupil leaves the provision plus 6 years |
| National Insurance (schedule of payments) | Current year plus 6 years |
| Insurance | Current year plus 6 years |
| Overtime | Current year plus 3 years |
| Annual accounts | Current year plus 6 years |
| Loans and grants managed by the School | Date of last payment on the loan plus 12 years |
| All records relating to the creation and management of budgets | Life of the budget plus 3 years |
| Invoices, receipts, order books and requisitions, delivery notices | Current financial year plus 6 years |
| Student Grant applications | Current year plus 3 years |
| Pupil Premium Fund records | Date pupil leaves the school plus 6 years |
| School fund documentation (including but not limited to invoices, cheque books, receipts, bank statements etc). | Current year plus 6 years |
| Free school meals registers (where the register is used as a basis for funding) | Current year plus 6 years |
| School meal registers and summary sheets | Current year plus 3 years |

| FILE DESCRIPTION | RETENTION PERIOD |
|---|--|
| Agreements and Administration Paperwork | |
| Collective workforce agreements and past agreements that could affect present employees | Permanently |
| Trade union agreements | 10 years after ceasing to be effective |
| College Development Plans | 3 years from the life of the plan |
| Professional Development Plans | 6 years from the life of the plan |
| Visitors Book and Signing In Sheets | 6 years |
| Newsletters and circulars to staff, parents and learners | 1 year |
| Minutes of Senior Management Team meetings | Date of the meeting plus 3 years or as required |
| Reports created by the Principal or the Senior Management Team. | Date of the report plus a minimum of 3 years or as required |
| Records relating to the creation and publication of the school prospectus | Current academic year plus 3 years |
| Health and Safety Records | |
| Health and Safety consultations | Permanently |
| Health and Safety Risk Assessments | 3 years from the life of the risk assessment |
| Any reportable accident, death or injury in connection with work | For at least twelve years from the date the report was made |
| Accident reporting | Adults – 6 years from the date of the incident Children – when the child attains 25 years of age. |
| Fire precaution log books | 6 years |
| Medical records and details of: - <ul style="list-style-type: none"> control of lead at work employees exposed to asbestos dust records specified by the Control of Substances Hazardous to Health Regulations (COSHH) | 40 years from the date of the last entry made in the record |
| Records of tests and examinations of control systems and protection equipment under COSHH | 5 years from the date on which the record was made |
| Temporary and Casual Workers | |
| Records relating to hours worked and payments made to workers | 3 years |

| FILE DESCRIPTION | RETENTION PERIOD |
|---|---|
| Learner Records | |
| Admissions records | 1 year from the date of admission |
| Admissions register | Entries to be preserved for three years from date of entry |
| College Meals Registers | 3 years |
| Free College Meals Registers | 6 years |
| Learner Record | Learners who have left the College – records will be archived (within 6 months of their leaving) and destroyed after a maximum of 5 years. |
| Attendance Registers | 3 years from the date of entry |
| Special Educational Needs files, reviews and individual education plans (this includes any statement and all advice and information shared regarding educational needs) | Until the child turns 25. |
| Child protection information (to be held in a separate file). | DOB of the child plus 25 years then review Note: These records will be subject to any instruction given by IICSA |
| Exam results (pupil copy) | 1-3 years from the date the results are released. |
| Examination results (school's copy) | Current year plus 6 years |
| Allegations of sexual abuse | For the time period of an inquiry by the Independent Inquiry into Child Sexual Abuse. |
| Records relating to any allegation of a child protection nature against a member of staff | Until the accused normal retirement age or 10 years from the date of the allegation (whichever is the longer) |
| Consents relating to school activities as part of UK GDPR compliance (for example, consent to be sent circulars or mailings) | Consent will last whilst the pupil attends the school. |
| Pupil's work | Where possible, returned to pupil at the end of the academic year (provided the School have their own internal policy to this effect). Otherwise, the work should be retained for the current year plus 1 year. |
| Mark books | Current year plus 1 year. |
| Schemes of work | Current year plus 1 year |
| Timetable | Current year plus 1 year |
| Class record books | Current year plus 1 year |
| Record of homework set | Current year plus 1 year |
| Photographs of pupils | For the time the child is at the School and for a short while after. |

| FILE DESCRIPTION | RETENTION PERIOD |
|---|--|
| | Please note select images may also be kept for longer (for example to illustrate history of the school). |
| Governing Body Documents | |
| Instruments of government | For the life of the School |
| Meetings schedule | Current year |
| Minutes – principal set (signed) | Generally kept for the life of the organisation |
| Agendas – principal copy | Where possible the agenda should be stored with the principal set of the minutes |
| Agendas – additional copies | Date of meeting |
| Policy documents created and administered by the governing body | Until replaced. |
| Register of attendance at full governing board meetings | Date of last meeting in the book plus 6 years |
| Annual reports required by the Department of Education | Date of report plus 10 years |
| Records relating to complaints made to and investigated by the governing body or head teacher | Major complaints: current year plus 6 years. If negligence involved: current year plus 15 years. If child protection or safeguarding issues are involved then: current year plus 40 years. |
| Correspondence sent and received by the governing body or head teacher | General correspondence should be retained for current year plus 3 years. |
| Records relating to the terms of office of serving governors, including evidence of appointment | Date appointment ceases plus 6 years |
| Register of business interests | Date appointment ceases plus 6 years |
| Records relating to the training required and received by governors | Date appointment ceases plus 6 years |
| Records relating to the appointment of a clerk to the governing body | Date on which clerk appointment ceases plus 6 years |
| Governor personnel files | Date of appointment plus 6 years |