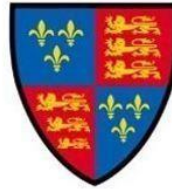




**KING EDWARD VI
FOUNDATION
BIRMINGHAM**
Educational excellence for our City



**KING EDWARD VI
ACADEMY TRUST
BIRMINGHAM**

Privacy Notice for Staff

Responsible Board/Committee	Academy Trust Board and Foundation Board
Policy Type	Central Policy (Group A)
Policy Owner	Risk and Compliance
Statutory	Yes
Publish Online	Yes
Last Review Date	December 2025
Review Cycle	Annual This policy will not expire but will be reviewed as per its designated cycle. This policy remains effective whilst the review is taking place and will only become non-applicable once the updated version has been approved.
Next Review Date	December 2026
Version	2

1. Privacy Notice (How we use workforce information)

The Schools of King Edward VI in Birmingham (the 'Foundation') and the King Edward VI Academy Trust Birmingham (the 'Academy Trust') collect and use certain types of personal information about staff, pupils, parents, and other individuals who encounter the Foundation and Academy Trust in order to provide education and associated functions. Both entities are required by law to collect and use certain types of information to comply with statutory obligations related to employment, education, and safeguarding, and this privacy notice details how your personal information is dealt with properly and securely and in accordance with the General Data Protection Regulation ('GDPR') 2018, the Data Protection Act 2018, and other related legislation.

This privacy notice also covers the use of artificial intelligence (AI) systems, which may process personal data for educational and administrative purposes. We are committed to transparently explaining how these technologies are used and the data they process.

1. Definitions

Term	Definition
Personal data	Data from which a person can be identified, including data that, when combined with other readily available information, leads to a person being identified
Special category data	These are data about ethnic origin, political opinions, religious or similar beliefs, trade union membership, health, sex life, criminal proceedings or convictions, and genetic and biometric data
Processing	Obtaining, recording, or holding data
Data subject	The person whose personal data is held or processed
Data controller	A person or organisation that determines the purposes for which, and the manner in which, personal data is processed
Data processor	A person, other than an employee of the data controller, who processes the data on behalf of the data controller

2. The data we collect and how it is used

We will comply with data protection law. This says that the personal data we hold about you must be:

- Used lawfully, fairly, and in a transparent way.
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- Relevant to the purposes we have told you about and limited only to those purposes.
- Accurate and kept up to date.
- Kept only as long as necessary for the purposes we have told you about.
- Kept securely.

The data we collect on you includes:

- 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.
- 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, capability, and/or grievance procedures.
- Absence data.
- Copy of driving license.
- Data processed by AI systems.
- Video recordings taken with consent

In addition, when you use organisation-owned and managed hardware (desktops, laptops, mobile phones, tablets, etc.) and software (e.g. Single Central Microsoft Platform), various data points are captured automatically. This data is occasionally and on a need-by-need basis used to monitor compliance with organisation policies and ensure the safe use of organisation systems.

Use of Artificial Intelligence:

We employ AI technologies to support various educational and administrative functions. These technologies are designed to comply with data protection laws and are implemented with safeguards to protect your privacy. If you have any concerns about the use of AI in processing your data, please contact our Data Protection Officer.

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:

- Any health conditions you have that we need to be aware of.
- Sickness records.
- Photographs and CCTV images captured at our premises.
- Trade union membership.
- Protected characteristics.

We use this personal data 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. For example, the mandatory reporting of the gender pay gap and ethnicity data.
- Improve the management of workforce data across the sector.
- Support the work of the School Teachers' Review Body.
- Utilise facial recognition software on secure devices with your consent

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.

While most of the information we collect about you is mandatory, there is some information that can be provided voluntarily – this will be made clear when it is requested. We may also obtain information about you from external sources such as the police and local authorities.

Collecting and using your information is lawful because:

- The processing is necessary for the performance of your employment contract.
- The processing is necessary for the performance of a legal obligation.
- The processing is necessary to protect the vital interests of others, i.e., to protect pupils from harm
- The processing is necessary for the performance of our education function, which is a function in the public interest.

If you fail to provide certain information when requested, we may not be able to provide you with employment through the Foundation/Academy Trust, or we may be prevented from complying with our legal obligations as an employer.

3. Sharing your information with others

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:

- Birmingham City Council.
- Government departments or agencies.
- Our regulator (Ofsted and the Independent Schools Inspectorate).
- Suppliers.

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

4. Your rights and DPO details

Under data protection legislation, you have the right to request access to information that we hold. To make a request, contact: riskandcompliance@kevibham.org

You also have the right:

- To ask us for access to information about you that we hold.
- To have your personal data rectified if it is inaccurate or incomplete.
- To request the deletion or removal of personal data where there is no compelling reason for its continued processing.
- To restrict our processing of your personal data (i.e., permitting its storage but no further processing).
- To object to direct marketing (including profiling) and processing for the purposes of scientific/historical research and statistics.
- Not to be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect on you.

If you have a concern or complaint about the way we are collecting or using your personal data, you should raise your concern with us in the first instance or directly to the Information Commissioner's Office at: <https://ico.org.uk/concerns/>.

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: riskandcompliance@kevibham.org.

Further information on your data rights and how long we retain your information can be found in our Data Protection Policy and Procedures.

If you would like to discuss anything in this privacy notice, please contact the Risk and Compliance Team via: riskandcompliance@kevibham.org.

Our Data Protection Officer is GDPR Sentry Ltd. They can be contacted at: info@gdprsentry.com.

