



Privacy Notice – R.Y.A.N. Education Academy

1. Who we are

We are **R.Y.A.N. Education Academy**, whose principal site is at Concord Youth Centre, Sparkbrook, Birmingham B11 1LF. Our DPO is Tim Bridger who can be contacted via email at dpo@newjubileecompany.com

2. What information we process and why

We process personal data relating to learners, parents and guardians, staff, volunteers, Governors and Trustees of our organisation. Collectively we refer to you all as our Learning Community.

We process personal data so that we can provide education to our learners, and to ensure that we comply with the statutory requirements for independent schools. We are lawfully allowed to process data about our learners in order to ensure that we fulfil our public tasks and comply with our legal obligations. Personal data about staff is processed on the basis of the contract we have with them. Personal data about Trustees, Governors and any volunteers who work with us is processed on the basis of informed consent.

All data we process is in accordance with the rules as laid down in statute, including the General Data Protection Regulations, the Data Protection Act 2018, the Education Acts, the Education and Skills Act 2008 and the Apprenticeship, Skills, Children and Learning Act 2009. We also follow statutory guidance as laid down in Keeping Children Safe in Education, in order to ensure that safeguarding is a primary concern for all in our learning community.

We use personal data about learners and parent(s) / guardian(s) / Carer(s) to ensure that we fulfil our legal obligation to offer educational opportunities to our learners, and are able to look after the needs and requirements of everyone in our learning community. We use personal data about our staff to ensure that we can support them in offering teaching and learning and in their personal development.

Personal data we process about our learners and staff will include some basic details such as names, addresses, contact details and dates of birth. It may also include special categories of data including health information, ethnicity, and religion. We will always ask you if it's okay to record special categories of information, and you can say no without it affecting the services we provide for you, or the role you carry out for us.

Where we rely on consent to process personal data about individuals in our learning community, we ensure that we obtain that consent freely and in a positive manner. Anyone whose personal data is processed on the basis of consent can withdraw that consent easily and quickly.

3. Who will see your personal data

We will only share your information with people who have a legal or operational reason to see it. For learners, this could include anyone directly involved in planning, providing or supporting educational opportunities. For parent(s) / guardian(s) / Carer(s), this could include anyone who needs to be involved in conversations about your child's progress at our schools.

All staff personnel files are held securely by the HR department, and are only available to the HR team and senior management. Personal data of volunteers will be held securely by the Head Teacher and will only be available to senior management.

Personal data about Trust Board members is held by the Head Teacher. It is only available to the senior management team, and is kept in order to ensure that **R.Y.A.N. Education Academy** complies with our legal obligations regarding Governance.

In certain circumstances, we may need to share information with partners including the Local Authority, Social Services or the Police. This will only be done where strictly necessary, and the information shared will be limited to what is appropriate to the specific circumstances.

When learners leave our school and move to other settings, we send copies of their school files securely by electronic mail to their next setting. This will include the Educational Record, and any other information that has been put on file about the learner's progress within the school. Any safeguarding records or concerns will be sent securely to the Designated Safeguarding Lead. We will not keep copies of safeguarding files unless there are ongoing issues that we may need to be involved in. Where a child leaves our setting but does not start at a new setting – for example if they move outside the UK or become home-educated – we will pass all files to the Local Authority for secure storage and retention.

4. What data will be kept

We are required to keep some personal data, even after you have left our learning community.

Any personal data that we are required to keep about learners is securely stored on an encrypted database, with limited access for staff. It will not be accessed except in response to a query about our actions in the education of a particular learner. No decisions will be made about you based on this data and you will not suffer any detriment or harm by having it stored on our secure systems.

We keep an overall summary of attainment and performance of learners in our school, in order to monitor trends in teaching and learning. This data is anonymised and does not allow us to identify individual learners, once they have left our learning community.

All staff are given a copy of the Policy outlining retention periods for information on their Personnel files. This includes how data is stored, who might access it, and when it will be securely destroyed.

Personal data about volunteers, Governors and Trustees may be retained to ensure that we comply with the regulations concerning safeguarding, and those outlining appropriate standards of governance. Retention periods will be appropriate to the nature of the role carried out for the Academy.

If we share information with the other agencies around safeguarding concerns, they will keep a record of that information. We will keep our copies of that information while you are a member of our learning community, and may retain copies for longer if it is necessary to ensure that we comply with relevant safeguarding legislation.

The collection of this information will benefit teaching and learning by:

- Helping us to design curriculum and activities to address need
- Ensuring we focus on continual improvement in teaching and learning
- Ensuring we train and support our staff in the areas that matter
- Tailoring our resources to the issues that matter most to our learning community

5. How we will contact you

We will need to contact parents and learners for a range of reasons. We will only contact you on relevant school business. We will use the contact details that you provide to us as our main source of communication.

Our preferred means of communicating with parents is via telephone and email. We take all due care when sending information out to parent(s) / guardian(s) / Carer(s), to ensure that it is only seen by the intended recipients.

All Trustees are provided with an **R.Y.A.N. Education Academy** email account, which includes access to a shared OneDrive. We will expect all Academy business and communications to be conducted through this account and not through personal email accounts.

6. Seeing the information we hold about you

You can ask to see a copy of all the information we hold about you. To do this, you can write to us or email us at DPO@newjubileecompany.com marked for the attention of the Data Protection Officer.

If we are processing your data on the basis of consent, you can withdraw that consent at any time. If you do, then we will delete the majority of the data we hold about you, retaining only the minimum information we need for our records and for our internal administration.

7. If you want to make a complaint about our use of your personal data

If you aren't happy with the way we use your data, or if you think that you have suffered harm or detriment as a result of how we have used or stored your data, you can make a complaint to the

Information Commissioners Office. Full details of how to make a complaint are on the website at <https://ico.org.uk/make-a-complaint/>