# EASTERN GREEN JUNIOR SCHOOL RECORD RETENTION SCHEDULE June 2022 PRIMARY SCHOOL

This retention schedule contains recommended retention periods for the different record series created and maintained by the schools Data Protection Officer. This schedule refers to all information regardless of the media in which it is stored (if records are retained electronically any backup copies should be destroyed at the same time). Some of the retention periods are governed by statute. Others are guidelines following best practice. Every effort has been made to ensure that these retention periods are compliant with the requirements of the General Data Protection Regulation 2016. Except for those that are governed by statute, if record series are to be kept for longer or shorter periods than laid out in this document, the reasons for this will be documented.

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| Basic File Description                                                                                              | Data<br>Protection<br>Issues | Statutory Provisions                                                                                                                                                                                                                                 | Retention Period                                                                                                                                                                                               | Action at the end of administrative life of the record |
|---------------------------------------------------------------------------------------------------------------------|------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| 1. Child Protection                                                                                                 |                              |                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                |                                                        |
| 1.1 Child Protection Files                                                                                          | Yes                          | Education Act 2002, s175, related guidance "Safeguarding Children in Education" September 2004.                                                                                                                                                      | Primary; retain while child remains in school then transfer. Review periodically if necessary to retain for a longer period of time (Independent Inquiry into Child Sexual Abuse).                             | SECURE DISPOSAL                                        |
| 1.2 Allegation of a child protection nature against a member of staff, including where the allegation is unfounded. | Yes                          | "Keeping Children Safe in Education:<br>Statutory Guidance for Schools and<br>Colleges March 2015"; Working<br>together to safeguard children. A guide<br>to inter-agency working to safeguard<br>and promote the welfare of children<br>March 2015. | Until the person's normal retirement age, or 10 years from the date of the allegation whichever is the longer. Details of allegations that are found to be malicious should be removed from personnel records. | SECURE DISPOSAL- MUST BE<br>SHREDDED                   |

NB: 1 year means 1 academic year.

| Basic File Description | Data         | Statutory Provisions | Retention Period          | Action at the end of         |
|------------------------|--------------|----------------------|---------------------------|------------------------------|
|                        | Protection   |                      |                           | administrative life of the   |
|                        | Issues       |                      |                           | record                       |
| 2. Governors and Gov   | verning Rody |                      |                           |                              |
| 2. Governors and Go    | If dealing   |                      |                           | SECURE DISPOSAL <sup>1</sup> |
| 2.1 Minutes            | with         |                      |                           | SECORE DISTOSAL              |
|                        | confidential |                      |                           |                              |
|                        | issues       |                      |                           |                              |
| Principal's Set        |              |                      | Permanent                 | If the school is unable to   |
| ,                      |              |                      |                           | store these then they should |
|                        |              |                      |                           | be offered to a secure       |
|                        |              |                      |                           | archive service.             |
| Inspection minutes     |              |                      | Date of meeting + 3 years | SECURE DISPOSAL              |

<sup>&</sup>lt;sup>1</sup> To mean shred/put into confidential waste bins.

| Basic File Description                                          | Data<br>Protection<br>Issues                       | Statutory Provisions   | Retention Period                                                                                                                   | Action at the end of administrative life of the record                                      |
|-----------------------------------------------------------------|----------------------------------------------------|------------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| 2.2 Agendas                                                     | If dealing with confidential issues                |                        | One copy to be retained with master set of minutes. All other copies to be disposed of.                                            | SECURE DISPOSAL                                                                             |
| 2.3 Trusts and Endowments  Academies                            | No                                                 |                        | Should be retained at the registered office whilst the academies are open                                                          | Archive if closed                                                                           |
| 2.4 Instrument of<br>Government<br>Academies                    | No                                                 |                        | Should be retained at the registered office whilst the academies are open                                                          | Archive if closed                                                                           |
| 2.5 Reports                                                     | If containing confidential information about staff |                        | Date of report + minimum 6 years or if minutes refer directly to individual reports then kept in existence with referenced report. | SECURE DISPOSAL or retain with signed set of minutes                                        |
| 2.6 Annual Parents meeting documents (not currently applicable) | Potential                                          | S33 Education Act 2002 | Date of meeting + minimum 6 years                                                                                                  | SECURE DISPOSAL                                                                             |
| 2.7 Instruments of<br>Government                                | No                                                 |                        | Permanent                                                                                                                          | Retain while school remains open or archived with a secure archiving company.               |
| 2.8 Trusts and Endowments                                       | No                                                 |                        | Permanent                                                                                                                          | Retain in school whilst operationally required or archived with a secure archiving company. |
| 2.9 Action Plans                                                | No                                                 |                        | Date of action plan + 3 years                                                                                                      | SECURE DISPOSAL                                                                             |

| Basic File Description                                                                    | Data<br>Protection<br>Issues | Statutory Provisions                                                                                | Retention Period                                                                                                              | Action at the end of administrative life of the record |
|-------------------------------------------------------------------------------------------|------------------------------|-----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| 2.10 Policy Documents                                                                     | No                           |                                                                                                     | Retain in school whilst policy is operational (this includes if the expired policy is part of a past decision making process) | SECURE DISPOSAL                                        |
| 2.11 Records relating to complaints dealt with by Governing body.                         | Yes                          | Limitation Act 1980                                                                                 | Date of resolution of complaint + 6 years then review in case of contentious disputes.                                        | SECURE DISPOSAL                                        |
| 2.12 Annual Reports required by the Department for Education                              | No                           | Education (Governors' Annual<br>Reports)<br>(England)(Amendment)Regulations<br>2002.SI 2002 No 1171 | Date of report + 10 years                                                                                                     | SECURE DISPOSAL                                        |
| 2.13 Proposals for schools to<br>become or be established as<br>Specialist Status schools | No                           |                                                                                                     | Date proposal accepted or declined +3 years                                                                                   | SECURE DISPOSAL                                        |

|                                                                                                                                                                 | I                                     | 1                    |                                                              |                                                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|----------------------|--------------------------------------------------------------|--------------------------------------------------------|
| Basic File Description                                                                                                                                          | Data<br>Protection<br>Issues          | Statutory Provisions | Retention Period                                             | Action at the end of administrative life of the record |
|                                                                                                                                                                 |                                       |                      |                                                              |                                                        |
| 3. Head Teacher and S                                                                                                                                           |                                       | nent leam            |                                                              |                                                        |
| 3.1 Log Books maintained by Head Teacher                                                                                                                        | Yes if reference to individuals       |                      | Date of last entry in the book + minimum 6 years then review | SECURE DISPOSAL                                        |
| 3.2 Minutes of the Senior<br>Management Team and<br>other internal administrative<br>bodies                                                                     | Yes if<br>reference to<br>individuals |                      | Date of meeting + 3 years then review                        | SECURE DISPOSAL                                        |
| 3.3 Reports made by the<br>Head Teacher or the<br>Management Team                                                                                               | Yes if reference to individuals       |                      | Date of report + minimum 6 years<br>then review              | SECURE DISPOSAL                                        |
| 3.4 4 Records created by head teachers, deputy head teachers, heads of year and other members of staff with administrative responsibilities                     | Yes if<br>reference to<br>individuals |                      | Closure of file + 6 years                                    | SECURE DISPOSAL                                        |
| 3.5 Correspondence created<br>by head teachers, deputy<br>head teachers, heads of year<br>and other members of staff<br>with administrative<br>responsibilities | Yes if<br>reference to<br>individuals |                      | Date of correspondence + 3 years then review                 | SECURE DISPOSAL                                        |

| Basic File Description             | Data<br>Protection<br>Issues | Statutory Provisions | Retention Period           | Action at the end of administrative life of the record |
|------------------------------------|------------------------------|----------------------|----------------------------|--------------------------------------------------------|
| 3.6 Professional development plans | Yes                          |                      | Life of the plan + 6 years | SECURE DISPOSAL                                        |
| 3.7 School development plans       | No                           |                      | Life of the plan + 3 years | SECURE DISPOSAL                                        |

| Basic File Description                                                                      | Data<br>Protection<br>Issues | Statutory Provisions                                                                                                                                 | Retention Period                                   | Action at the end of administrative life of the record                                                                                                                                                           |
|---------------------------------------------------------------------------------------------|------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. Admissions Process                                                                       |                              |                                                                                                                                                      |                                                    |                                                                                                                                                                                                                  |
| 4.1 All records relating to the creation and implementation of the School Admissions Policy | No                           | School Admission Code Statutory Guidance for admission authorities, governing bodies, school adjudicators and admission appeals panels December 2014 | Life of the Policy + 3 years then review           | SECURE DISPOSAL                                                                                                                                                                                                  |
| 4.2 Admissions -if the admission is successful                                              | Yes                          | School Admission Code<br>Limitation Act                                                                                                              | Date of admission + 1 year and added to pupil file | SECURE DISPOSAL                                                                                                                                                                                                  |
| 4.3 Admissions - if the appeal is unsuccessful                                              | Yes                          | School Admission Code Statutory Guidance for admission authorities, governing bodies, school adjudicators and admission appeals panels December 2014 | Resolution of case + 1 year                        | SECURE DISPOSAL                                                                                                                                                                                                  |
| 4.4 Registry of admissions                                                                  | Yes                          | School attendance: School attendance guidance for maintained schools, academies, independent schools and local authorities November 2016.            | Preserved for 3 years after entry                  | Schools must notify the local authority when a student's name is to be deleted from the admission register under regulation 8 of the Education (Student Registration) (England) Regulations 2006 SECURE DISPOSAL |
| 4.5 Admissions - Secondary<br>Schools -Casual                                               | Yes                          |                                                                                                                                                      | End of student relationship + 1 year               | SECURE DISPOSAL                                                                                                                                                                                                  |

|                             | Yes | Current year + 1 year                | SECURE DISPOSAL |
|-----------------------------|-----|--------------------------------------|-----------------|
| 4.6 Proofs of address       |     |                                      |                 |
| supplied by parents as part |     |                                      |                 |
| of the admissions process   |     |                                      |                 |
|                             | Yes | End of student relationship + 1 year | SECURE DISPOSAL |
| 4.7 Supplementary           |     |                                      |                 |
| Information form including  |     |                                      |                 |
| additional information such |     |                                      |                 |
| as religion, medical        |     |                                      |                 |
| conditions etc.             |     |                                      |                 |

| Basic File Description               | Data<br>Protection<br>Issues | Statutory Provisions                                                                                                      | Retention Period                                                                                                                                                                                                                                       | Action at the end of administrative life of the record                                                                                                                                                                                                                                                                                                                                                                                                                           |
|--------------------------------------|------------------------------|---------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5. Pupils                            |                              |                                                                                                                           |                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 5.1 Admission Registers              | Yes                          |                                                                                                                           | Current year of last entry + 6 years                                                                                                                                                                                                                   | SECURE ARCHIVE UNTIL Date of Destruction                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 5.2 Attendance registers             | Yes                          | School attendance: Departmental advice for maintained schools, academies, independent schools and local authorities 2016. | Date of Register + 3 years                                                                                                                                                                                                                             | SECURE DISPOSAL [If these records are retained electronically any backup copies should be destroyed at the same time]                                                                                                                                                                                                                                                                                                                                                            |
| 5.3 Pupil's Education Record PRIMARY | Yes                          | Education (Pupil Information) (England) Regulations 2005 SI 2005 No. 1437                                                 | End of pupil relationship + 3 academic years where this is necessary to retain electronic records (Retain whilst the child remains at the school) The school keeps/does not keep basic personal details Retain if relevant to Part 1 of this Schedule. | SECURE DISPOSAL This file should follow the pupil when he/she leaves the primary school:  • To another primary school  • To a secondary school  • To a pupil referral unit  • If the pupil dies whilst at primary school the file should be returned to the Local Authority and be retained for statutory retention.  If the pupil decides to transfer to an independent school, home schooling or leaves the country, the file should be kept by the school for DOB + 25 years. |

| 5.5 Special Educational<br>Needs Files, review and<br>Individual Education plans | Yes | Until end of pupil relationship                                            | Passed onto secondary school. Electronic records may be stored for a period of 3 years.                                                                                    |
|----------------------------------------------------------------------------------|-----|----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5.6 Correspondence Relating to Authorised Absence and Issues                     | No  | Date of absence + 2 years; if kept on education record please refer to 5.3 | SECURE DISPOSAL                                                                                                                                                            |
| 5.7 Examination results                                                          |     |                                                                            |                                                                                                                                                                            |
| 5.7a. Public                                                                     | No  | This information should be added to pupil file                             | All uncollected certificates to be returned to examining body                                                                                                              |
| 5.7b. Internal                                                                   | Yes | This information should be added to pupil file                             | If these records are retained on the pupil file or in their National Record of Achievement they need only be kept for as long as operationally necessary.  SECURE DISPOSAL |

|                                          | Yes    | "Keeping children safe in education                                                                         | If any records relating to child                                                                              | SECURE DISPOSAL- these                          |
|------------------------------------------|--------|-------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| 5.8 Child Protection                     |        | Statutory guidance for schools and                                                                          | protection issues are placed on the                                                                           | records must be shredded                        |
| Information held on pupil                |        | colleges March 2015." "Working                                                                              | pupil file, it should be in a sealed                                                                          |                                                 |
| file                                     |        | together to safeguard children. A                                                                           | envelope and then retained for the                                                                            |                                                 |
|                                          |        | guide to inter-agency working to                                                                            | same period of time as the pupil file.                                                                        |                                                 |
|                                          |        | safeguard and promote the welfare                                                                           |                                                                                                               |                                                 |
|                                          |        | of children."                                                                                               |                                                                                                               |                                                 |
| 5.9 Child Protection Information held on | Yes    | "Keeping children safe in education<br>Statutory guidance for schools and<br>colleges March 2015." "Working | End of relationship with pupil + 1 year on the understanding that the principal copy of this information will | SECURE DISPOSAL- these records must be shredded |
| separate files                           |        | together to safeguard children. A guide to inter-agency working to                                          | remain with Local Authority social services and another copy will go to                                       |                                                 |
|                                          |        | safeguard and promote the welfare of children."                                                             | the school the child attends.                                                                                 |                                                 |
|                                          | Yes/No |                                                                                                             | Termination of relationship with                                                                              | Review if incident or passed                    |
| 5.10 Any other records                   |        |                                                                                                             | student + 3 years if kept                                                                                     | to secondary/alternative                        |
| created in the course of                 |        |                                                                                                             | electronically on IMS.                                                                                        | school or SECURE DISPOSAL.                      |
| contact with pupils e.g.                 |        |                                                                                                             |                                                                                                               |                                                 |
| conduct/behaviour records.               | .,     |                                                                                                             |                                                                                                               | 0501105 0100 0011                               |
| F 11 Ctudent words                       | Yes    |                                                                                                             | Return to student at end of                                                                                   | SECURE DISPOSAL                                 |
| 5.11 Student work                        |        |                                                                                                             | academic year. If not possible, retain                                                                        |                                                 |
|                                          |        |                                                                                                             | for current academic year + 1 year.                                                                           |                                                 |
|                                          |        |                                                                                                             |                                                                                                               |                                                 |

| Basic File Description                                                                                                | Data<br>Protection<br>Issues | Statutory Provisions                                                                                                                                                                        | Retention Period                                                                                                                                                                 | Action at the end of administrative life of the record                                                                 |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| 6. School Trips and Ext                                                                                               | ra-curricular ac             | tivities                                                                                                                                                                                    |                                                                                                                                                                                  |                                                                                                                        |
| 6.1 Parental permission slips for school trips - where there has been no major incident                               | Yes                          |                                                                                                                                                                                             | Conclusion of the trip                                                                                                                                                           | Although the consent forms could be retained for DOB + 25 years, the requirement for them is low. Possible to archive. |
| 6.2 Parental permission slips<br>for school trips - where<br>there has been a major<br>incident                       | Yes                          | Limitation Act 1980                                                                                                                                                                         | DOB of the pupil involved in the incident + 25 years The permission slips for all pupils on the trip need to be retained to show that the rules had been followed for all pupils | SECURE DISPOSAL                                                                                                        |
| 6.3 Records created by schools to obtain approval to run an Educational Visit outside the Classroom - Primary Schools | No                           | Outdoor Education Advisers' Panel<br>National Guidance website<br>hhtp://oeapng.info specifically<br>section 3 – "Legal Framework and<br>Employer Systems" and Section4<br>"Good Practice". | Date of visit + 14 years                                                                                                                                                         | SECURE DISPOSAL                                                                                                        |

| 6.4 Records created by schools to obtain approval to run an Educational Visit | No  | Outdoor Education Advisers' Panel National Guidance website hhtp://oeapng.info specifically section 3 – "Legal Framework and | Date of visit + 10 years               | SECURE DISPOSAL             |
|-------------------------------------------------------------------------------|-----|------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------|
| outside the Classroom -                                                       |     | Employer Systems" and Section4                                                                                               |                                        |                             |
| Secondary Schools                                                             |     | "Good Practice".                                                                                                             |                                        |                             |
|                                                                               | Yes |                                                                                                                              | Date of register + 3 years This takes  | SECURE DISPOSAL             |
| 6.5 Walking Bus registers                                                     |     |                                                                                                                              | into account the fact that if there is | [Electronic back-ups to be  |
|                                                                               |     |                                                                                                                              | an incident requiring an accident      | destroyed at the same time] |
|                                                                               |     |                                                                                                                              | report the register will be submitted  |                             |
|                                                                               |     |                                                                                                                              | with the accident report and kept for  |                             |
|                                                                               |     |                                                                                                                              | the period of time required for        |                             |
|                                                                               |     |                                                                                                                              | accident reporting                     |                             |

| Basic File Description                                                         | Data<br>Protection<br>Issues | Statutory Provisions                                            | Retention Period                                                                                    | Action at the end of administrative life of the record                                                                          |
|--------------------------------------------------------------------------------|------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| 7. Special Educational 7.1 SEN files, reviews and individual educational plans | Yes                          | Limitation Act 1980                                             | End of pupil relationship and passed to secondary school + 3 years where this is stored on the IMS. | Review Note: Some Local Authorities will keep SEN files for a longer period of time in case of a claim. Business risk analysis. |
| 7.2 EHC Plans                                                                  | Yes                          | Section 37 The Children and Families Act 2014                   | End of pupil relationship + 3 years if stored on school IMS.                                        | Review and SECURE DISPOSAL                                                                                                      |
| 7.3 Advice and information to parents regarding educational needs              | Yes                          | Special Educational Needs and<br>Disability Act 2001 Section 2  | End of pupil relationship                                                                           | SECURE DISPOSAL unless subject to a legal hold                                                                                  |
| 7.4 Accessibility Strategy                                                     | Yes                          | Special Educational Needs and<br>Disability Act 2001 Section 14 | End of pupil relationship                                                                           | SECURE DISPOSAL unless subject to a legal hold                                                                                  |

| Basic File Description                                  | Data<br>Protection<br>Issues | Statutory Provisions | Retention Period       | Action at the end of administrative life of the record                                                                       |
|---------------------------------------------------------|------------------------------|----------------------|------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 8. Curriculum                                           |                              |                      |                        |                                                                                                                              |
| 8.1 Curriculum returns (expected outcomes for learning) | Yes                          |                      | Current year + 3 years | SECURE DISPOSAL                                                                                                              |
| 8.2 Schemes of work                                     | No                           |                      | Current year + 1 year  | It may be appropriate to review these records at the end of each year and allocate a new retention period or SECURE DISPOSAL |
| 8.3 Timetable                                           | No                           |                      | Current year + 1 year  | It may be appropriate to review these records at the end of each year and allocate a new retention period or SECURE DISPOSAL |
| 8.4 Class record sheets                                 | No                           |                      | Current year + 1 year  | It may be appropriate to review these records at the end of each year and allocate a new retention period or SECURE DISPOSAL |
| 8.5 Mark Books/<br>Personalised Assessment<br>Sheet     | No                           |                      | Current year + 1 year  | It may be appropriate to review these records at the end of each year and allocate a new retention period or SECURE DISPOSAL |

| 8.6 Record of homework set           | No          | Current year + 1 year                                                                      | It may be appropriate to review these records at the end of each year and allocate a new retention period or SECURE DISPOSAL |
|--------------------------------------|-------------|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 8.7 work                             | Potentially | Current year + 1 year OR return to student at the end of the academic year where possible. | SECURE DISPOSAL                                                                                                              |
| 8.8 Examination Papers               | Yes         | Examination papers should be kept until any further appeal/validation process is complete. | SECURE DISPOSAL PSEUDONYMISATION                                                                                             |
| 8.9 PAN Reports                      | Yes         | Termination of pupil at primary school transferred to secondary.                           | SECURE DISPOSAL                                                                                                              |
| 8.10 Value added and contextual Data | Yes         | Termination of pupil at primary school transferred to secondary.                           | SECURE DISPOSAL                                                                                                              |
| 8.11 Self Evaluation forms           | Yes         | Termination of pupil at primary school transferred to secondary.                           | SECURE DISPOSAL                                                                                                              |

| Basic File Description        | Data<br>Protection | Statutory Provisions                     | Retention Period                   | Action at the end of administrative life of the |
|-------------------------------|--------------------|------------------------------------------|------------------------------------|-------------------------------------------------|
|                               | Issues             |                                          |                                    | record                                          |
| 9. Recruitment                |                    |                                          |                                    |                                                 |
|                               | Yes                |                                          | Date of Appointment + 6            | SECURE DISPOSAL                                 |
| 9.1 All records leading up to |                    |                                          | years from retirement.             |                                                 |
| the appointment of a new      |                    |                                          |                                    |                                                 |
| Head Teacher.                 |                    |                                          |                                    |                                                 |
|                               | Yes                |                                          | Date of appointment of             | SECURE DISPOSAL                                 |
| 9.2 All records leading up to |                    |                                          | successful candidate + 6           |                                                 |
| the new appointment of a      |                    |                                          | months                             |                                                 |
| new member of staff-          |                    |                                          |                                    |                                                 |
| unsuccessful candidate.       |                    |                                          |                                    |                                                 |
|                               | Yes                |                                          | All relevant information to        | SECURE DISPOSAL                                 |
| 9.3 All records leading up to |                    |                                          | be added to staff personal         |                                                 |
| the new appointment of a      |                    |                                          | file and all other info            |                                                 |
| new member of staff-          |                    |                                          | retained for 6 months              |                                                 |
| successful candidate.         |                    |                                          |                                    |                                                 |
|                               | Yes                |                                          | Date of interview + 6 months       | SECURE DISPOSAL                                 |
| 9.4 Interview notes and       |                    |                                          |                                    |                                                 |
| recruitment records.          |                    |                                          |                                    |                                                 |
|                               | Yes                | DBS Update service Employer Guide June   | The school does <b>NOT</b> have to | SECURE DISPOSAL                                 |
| 9.5 Pre-employment vetting    |                    | 2014: Keeping children safe in education | keep DBS certificates. If the      |                                                 |
| information - DBS checks.     |                    | July 2015 (Dept. Education s73, 74).     | schools does, do not keep          |                                                 |
|                               |                    |                                          | for more than 6 months.            |                                                 |

|                               | Yes              | An employer's guide to right to work              | Store on staff personal file     | SECURE DISPOSAL             |
|-------------------------------|------------------|---------------------------------------------------|----------------------------------|-----------------------------|
| 9.6 Pre-employment vetting    |                  | checks [Home Office June 2018]                    | for duration of their            |                             |
| information – Evidence        |                  |                                                   | employment + minimum2            |                             |
| proving the right to work in  |                  |                                                   | years                            |                             |
| the UK.                       |                  |                                                   | ,                                |                             |
|                               | Yes              |                                                   | Where possible these should      | SECURE DISPOSAL             |
| 9.7 Proof of identity         |                  |                                                   | be checked and a note kept       |                             |
| collected as part of the      |                  |                                                   | of what was seen and             |                             |
| 'portable' enhanced DBS       |                  |                                                   | checked. If it is felt necessary |                             |
| disclosure.                   |                  |                                                   | to keep copy documentation       |                             |
|                               |                  |                                                   | then this should be placed       |                             |
|                               |                  |                                                   | on the member of staff's         |                             |
|                               |                  |                                                   | personal file.                   |                             |
|                               | Yes              |                                                   | Current year + 6 years           | SECURE DISPOSAL             |
| 9.8 Timesheets, sick pay      |                  |                                                   |                                  |                             |
|                               | Yes              | Limitation Act 1980 (section 2)                   | Date of termination + 6          | SECURE DISPOSAL             |
| 9.9 Staff Personnel files     |                  |                                                   | years                            |                             |
|                               |                  | ing relates to child protection issues see 1.2. I |                                  | elate to a child protection |
| 9.10 Disciplinary             | matter please co | ntact your safeguarding children officer for fu   | urther advice.                   |                             |
| proceedings:                  |                  | <u> </u>                                          | T                                |                             |
| 9.10a oral warning            | Yes              |                                                   | The school may wish to keep      | SECURE DISPOSAL             |
| 9.10b written warning level   | Yes              |                                                   | this information on the staff    | SECURE DISPOSAL             |
| 1                             |                  |                                                   | personal file                    |                             |
| 9.10c written warning level 2 | Yes              |                                                   |                                  | SECURE DISPOSAL             |
| 9.10d final warning           | Yes              |                                                   |                                  | SECURE DISPOSAL             |
| 9.10e case not found          | Yes              |                                                   | If incident is child protection  | SECURE DISPOSAL             |
|                               |                  |                                                   | related see 1.2 otherwise        |                             |
|                               |                  |                                                   | dispose of at conclusion of      |                             |
|                               |                  |                                                   | the case.                        |                             |

|                          | Yes | Date of incident +6 years or     | SECURE DISPOSAL |
|--------------------------|-----|----------------------------------|-----------------|
| 9.11 Records relating to |     | if kept on staff file then refer |                 |
| accident/injury at work  |     | to personal file. In the case    |                 |
|                          |     | of serious accidents a           |                 |
|                          |     | further retention period will    |                 |
|                          |     | need to be applied               |                 |
|                          | Yes | Duration of time of School       | SECURE DISPOSAL |
| 9.12 Annual              |     | members of staff that are no     |                 |
| appraisal/assessment     |     | longer at the school current     |                 |
| records                  |     | year + 5 years                   |                 |

| Basic File Description                                 | Data Protection<br>Issues | Statutory Provisions                                                                                                                                                                                                   | Retention Period                  | Action at the end of administrative life of the record                                                 |
|--------------------------------------------------------|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|--------------------------------------------------------------------------------------------------------|
| 10. Health and Safety                                  |                           |                                                                                                                                                                                                                        |                                   |                                                                                                        |
| 10.1 Health and Safety Policy<br>Statement             | No                        |                                                                                                                                                                                                                        | Life of Policy + 3 years          | SECURE DISPOSAL                                                                                        |
| 10.2 Accessibility Plans                               | No                        | Equality Act 2010                                                                                                                                                                                                      | Current year + 6 years            | SECURE DISPOSAL                                                                                        |
| 10.3 Accident reporting:                               | Yes                       | Social Security (Claims and Payments) Regulations 1979 Regulation 25. Social Security Administration Act 1992 Section 8. Limitation Act 1980 JSP 375 Pt.2 Vol 1 (V1.0 Jan 16) Government Guidance                      |                                   | Retain copy of Health and<br>Safety Policy published at<br>the time of the accident with<br>this file. |
| <ul> <li>Adults</li> </ul>                             |                           |                                                                                                                                                                                                                        | Date of incident + 6 years        | SECURE DISPOSAL                                                                                        |
| <ul><li>Children</li></ul>                             |                           |                                                                                                                                                                                                                        | DOB + 25 years                    | SECURE DISPOSAL                                                                                        |
| 10.4 Control Of Substances<br>Hazardous to Health OSHH | No                        | Control of substances Hazardous to Health Regulations 2002. SI 2002 No 2677 Regulation 11; Records kept under the 1994 and 1999 Regulations to be kept as if the 2002 regulations had not been made. Regulation 18(2). | Current year + 40 years           | SECURE DISPOSAL                                                                                        |
| 10.5 Risk Assessments and<br>Personal Evacuation Plans | Potentially               | , , , , , , , , , , , , , , , , , , ,                                                                                                                                                                                  | Life of risk assessment + 3 years | SECURE DISPOSAL                                                                                        |

| 10.6 Process of monitoring of areas where employees and persons are likely to have become in contact with asbestos. | No  | Control of Asbestos at work Regulations 2012 SI 1012 No 632 Regulation 19. | Last action + 40 years                                                                     | SECURE DISPOSAL |
|---------------------------------------------------------------------------------------------------------------------|-----|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------|
| 10.7 Process of monitoring of areas where employees and persons are likely to have come in contact with radiation   | No  |                                                                            | Last action + 50 years                                                                     | SECURE DISPOSAL |
| 10.8 Emergency evacuation log books                                                                                 | No  |                                                                            | Current year + 6 years                                                                     | SECURE DISPOSAL |
| 10.9 CCTV footage (not currently applicable)                                                                        | Yes |                                                                            | Automatically destroyed after 30 days unless investigation. End of investigation + review. | SECURE DISPOSAL |

| Basic File Description                                                                     | Data Protection<br>Issues | Statutory Provisions | Retention Period                   | Action at the end of administrative life of the record       |
|--------------------------------------------------------------------------------------------|---------------------------|----------------------|------------------------------------|--------------------------------------------------------------|
| 11. Administrative                                                                         |                           |                      |                                    |                                                              |
| 11.1 General Files series                                                                  | No                        |                      | Current year + 5 years then review | SECURE DISPOSAL                                              |
| 11.2 Records relating to the creation and publication of the school brochure or prospectus | No                        |                      | Current year + 3 years             | STANDARD DISPOSAL                                            |
| 11.3 Records of circulars to staff parents or pupils                                       | No                        |                      | Current year + 1 year              | STANDARD DISPOSAL                                            |
| 11.4 Newsletters and items with short operational use                                      | No                        |                      | Current year + 1 year              | STANDARD DISPOSAL                                            |
| 11.5 Visitors Books and<br>Signing in sheets                                               | Yes                       |                      | Current year + 6 years then review | SECURE DISPOSAL                                              |
| 11.6 PTA/Old Pupils Associations                                                           |                           |                      | Current year + 6 years then review | Review to see whether a further retention period is required |

| Basic File Description                          | Data Protection<br>Issues | Statutory Provisions | Retention Period          | Action at the end of administrative life of the record |
|-------------------------------------------------|---------------------------|----------------------|---------------------------|--------------------------------------------------------|
| 12. Asset managemen                             | t and Insurance           |                      |                           |                                                        |
| 12.1 Employer's Liability certificate           | No                        |                      | School Closure + 40 years | SECURE DISPOSAL                                        |
| 12.2 Inventories of equipment and furniture     | No                        |                      | Current year + 6 years    | SECURE DISPOSAL                                        |
| 12.3 Burglary, theft and vandalism report forms | No                        |                      | Current year + 6 years    | SECURE DISPOSAL                                        |

| Basic File Description   | Data Protection<br>Issues | Statutory Provisions  | Retention Period                                       | Action at the end of administrative life of the record |
|--------------------------|---------------------------|-----------------------|--------------------------------------------------------|--------------------------------------------------------|
| 13. Finance              |                           |                       |                                                        |                                                        |
| 13.1 Annual Accounts     | No                        | Financial Regulations | Current year + 6 years                                 | STANDARD DISPOSAL                                      |
| 13.2 Loans and grants    | Yes                       | Financial Regulations | Date of last payment on loan<br>+ 12 years then review | Review to see whether further retention is necessary   |
| 13.3 Contracts           | No                        |                       |                                                        |                                                        |
| 13.3a under seal         | No                        | Limitation Act 1980   | Last payment+ 12 years                                 | SECURE DISPOSAL                                        |
| 13.3b under signature    | No                        | Limitation Act 1980   | Last payment + 6 years                                 | SECURE DISPOSAL                                        |
| 13.3c monitoring records |                           |                       | Current year + 2 years                                 | SECURE DISPOSAL                                        |

| Basic File Description                                                     | Data Protection<br>Issues | Statutory Provisions | Retention Period                    | Action at the end of administrative life of the record |
|----------------------------------------------------------------------------|---------------------------|----------------------|-------------------------------------|--------------------------------------------------------|
| 13.4 Budget reports, budget monitoring, budget statements etc.             | No                        |                      | Life of budget + minimum 3 years    | SECURE DISPOSAL                                        |
| 13.5 Invoice, receipts, other records covered by the Financial Regulations | No                        |                      | Current financial year + 6<br>years | SECURE DISPOSAL                                        |
| 13.6 Annual Budget and background papers                                   | No                        |                      | Current financial year + 6 years    | SECURE DISPOSAL                                        |
| 13.7 Order books and requisitions                                          | No                        |                      | Current financial year + 6 years    | SECURE DISPOSAL                                        |
| 13.8 Delivery Documentation                                                | No                        |                      | Current financial year + 6 years    | SECURE DISPOSAL                                        |
| 13.9 Debtors' Records,<br>Collection and Banking<br>monies                 | No                        | Limitation Act 1980  | Current financial year + 6 years    | SECURE DISPOSAL                                        |
| 13.10 School Fund-Cheque<br>books                                          | No                        |                      | Current year + 3 years              | SECURE DISPOSAL                                        |
| 13.11 School Fund-Paying in book                                           | No                        |                      | Current year + 6 years then review  | SECURE DISPOSAL                                        |
| 13.12 School Fund - Ledger                                                 | No                        |                      | Current year + 6 years then review  | SECURE DISPOSAL                                        |

| Basic File Description                    | Data Protection<br>Issues | Statutory Provisions | Retention Period                   | Action at the end of administrative life of the record |
|-------------------------------------------|---------------------------|----------------------|------------------------------------|--------------------------------------------------------|
| 13.13 School Fund - Invoices              | No                        |                      | Current year + 6 years then review | SECURE DISPOSAL                                        |
| 13.14 School Fund - Receipts              | No                        |                      | Current year + 6 years             | SECURE DISPOSAL                                        |
| 13.15 School Fund - Bank statements       | No                        |                      | Current year + 6 years then review | SECURE DISPOSAL                                        |
| 13.16 School Fund-School<br>Journey books | No                        |                      | Current year + 6 years then review | SECURE DISPOSAL                                        |
| 13.17 Student grant applications          | Yes                       |                      | Current year + 3 years             | SECURE DISPOSAL                                        |
| 13.18 School meals<br>summary sheet       | No                        |                      | Current year + 3 years             | SECURE DISPOSAL                                        |
| 13.19 Petty cash books                    | No                        |                      | Current year + 6 years             | SECURE DISPOSAL                                        |

| 14. Payroll                                                                                        | Yes |                                                                                                     |                                  |                 |
|----------------------------------------------------------------------------------------------------|-----|-----------------------------------------------------------------------------------------------------|----------------------------------|-----------------|
| 14.1 Salary cards                                                                                  |     |                                                                                                     |                                  |                 |
| 14.2 Maternity pay records                                                                         | Yes | Statutory Maternity Pay (General)<br>Regulations 1986 (SI 1986/1960), revised<br>1999 (SI 1999/567) | Current year + 6 years (if held) | SECURE DISPOSAL |
| 14.3 Records held under<br>Retirement Benefits<br>Schemes (Information<br>Powers) Regulations 1995 | Yes |                                                                                                     | Current year+ 6 years            | SECURE DISPOSAL |

| Basic File Description                                  | Data Protection<br>Issues | Statutory Provisions | Retention Period                                                                                                 | Action at the end of administrative life of the record |
|---------------------------------------------------------|---------------------------|----------------------|------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| 15. Property                                            |                           |                      |                                                                                                                  |                                                        |
| 15.1 Title Deeds of property belonging to the school    | No                        |                      | Permanent- These shoul follow the property unle the property has been registered at the Land Registry. (If held) |                                                        |
| 15.2 Plans of property belonging to the school          | No                        |                      | Permanent                                                                                                        | Retain in school whilst operational                    |
| 15.3 Maintenance and contractor records                 | No                        |                      | Current year + 6 years                                                                                           | SECURE DISPOSAL                                        |
| 15.4 Leases of property belonging to the school         | No                        |                      | Expiry of lease + 6 years                                                                                        | SECURE DISPOSAL                                        |
| 15.5 Record relating to the Lettings of school premises | No                        |                      | Current financial year + 6<br>years                                                                              | SECURE DISPOSAL                                        |
| 15.6 Maintenance log books                              | No                        |                      | Current year + 6 years                                                                                           | SECURE DISPOSAL                                        |
| 15.7 Contractors' Reports                               | No                        |                      | Current year + 6 years                                                                                           | SECURE DISPOSAL                                        |

| Basic File Description                   | Data Protection<br>Issues | Statutory Provisions | Retention Period                          | Action at the end of administrative life of the record |
|------------------------------------------|---------------------------|----------------------|-------------------------------------------|--------------------------------------------------------|
| 16. Local Authority                      |                           |                      |                                           |                                                        |
| 16.1 Secondary transfer sheets (Primary) | Yes                       |                      | Current year + 2 years                    | SECURE DISPOSAL                                        |
| 16.2 Attendance returns                  | Yes                       |                      | Current year + 1 year if applicable       | SECURE DISPOSAL                                        |
| 16.3 Circulars from Local<br>Authority   | No                        |                      | Whilst required operationally then review | SECURE DISPOSAL                                        |
| 16.4 Census Returns                      | No                        |                      | Operational Use                           | SECURE DISPOSAL                                        |

| Basic File Description                                             | Data Protection<br>Issues | Statutory Provisions | Retention Period           | Action at the end of administrative life of the record |  |  |
|--------------------------------------------------------------------|---------------------------|----------------------|----------------------------|--------------------------------------------------------|--|--|
| 17. Central Governme                                               | 17. Central Government    |                      |                            |                                                        |  |  |
| 17.1 OFSTED reports and papers                                     | No                        |                      | Life of report then review | SECURE DISPOSAL                                        |  |  |
| 17.2 Returns                                                       | No                        |                      | Current year + 6 years     | SECURE DISPOSAL                                        |  |  |
| 17.3 Circulars from Department for Children, Schools and Families. | No                        |                      | Operational Use            | SECURE DISPOSAL                                        |  |  |

| Basic File Description | Data Protection | Statutory Provisions | Retention Period  | Action at the end of administrative |
|------------------------|-----------------|----------------------|-------------------|-------------------------------------|
|                        | Issues          |                      |                   | life of the record                  |
|                        |                 |                      |                   |                                     |
| 18. External agreeme   | ents            |                      |                   |                                     |
|                        | Potential       |                      | Retained with     | SECURE DISPOSAL                     |
| 18.1 Service Level     |                 |                      | financial returns |                                     |
| Agreements             |                 |                      | current year +6/  |                                     |
|                        |                 |                      | Until superseded  |                                     |
|                        | Potential       |                      | Until superseded  | SECURE DISPOSAL                     |
| 18.2 Data sharing      |                 |                      | · ·               |                                     |
| agreements             |                 |                      |                   |                                     |

| Basic File Description                                                                                                | Data Protection Issues | Statutory Provisions | Retention Period                                                      | Action at the end of administrative life of the record |
|-----------------------------------------------------------------------------------------------------------------------|------------------------|----------------------|-----------------------------------------------------------------------|--------------------------------------------------------|
| 19. Attendance and Welfare                                                                                            |                        |                      |                                                                       |                                                        |
| 19.1 Day Books                                                                                                        | Yes                    |                      | Current year + 2 years then review                                    | SECURE DISPOSAL                                        |
| 19.2 Reports for outside agencies - where the report has been included on the case file created by the outside agency | Yes                    |                      | Termination of student relationship                                   | SECURE DISPOSAL                                        |
| 19.3 Referral forms                                                                                                   | Yes                    |                      | While the referral is current                                         | SECURE DISPOSAL                                        |
| 19.4 Contact data sheets                                                                                              | Yes                    |                      | Current year then review, if contact is no longer active then destroy | SECURE DISPOSAL                                        |
| 19.5 Contact data base entries                                                                                        |                        |                      | Current year then review, if contact is no longer active then destroy | DELETE                                                 |
| 19.6 Group Registers                                                                                                  | Yes                    |                      | Current year + 2 years                                                | SECURE DISPOSAL                                        |

| 20. Data Protection  20.1 Subject Access Requests | Yes | Business need | If responded: current year<br>+ 2 years then review<br>(May keep longer<br>depending on request<br>complexity/if supervisory<br>authority involved) | Review + SECURE DISPOSAL |
|---------------------------------------------------|-----|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 20.2 Freedom of Information<br>Requests           | No  | Business need | Current academic year + 2 years                                                                                                                     | Review + DISPOSAL        |