



Kemnal
Technology
College



DATA RETENTION POLICY

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TKAT (The Kemnal Academies Trust) recognises that the efficient management of its records is necessary to comply with its legal and regulatory obligations. It also recognises that efficient management of its records will contribute to the effective overall management of its academies. This document provides the policy framework through which effective management can be achieved, understood and audited.

SCOPE OF THE POLICY

This policy applies to all records created, received or maintained by staff at TKAT and its academies in the course of carrying out its functions.

- ❖ Records are defined as all documents which facilitate the business carried out by the school or its academies, and which are thereafter retained (for a set period) to provide evidence of its transactions or activities. These records may be created, received or maintained in hard copy or electronically.
- ❖ A small percentage of records may be selected for permanent preservation as part of the institution's archives and for historical research.

RESPONSIBILITIES

As a multi-academy trust, TKAT and its academies have a corporate responsibility to maintain its records and record keeping systems in accordance with the regulatory environment. School leaders and the TKAT Senior Leadership Team have overall responsibility for this policy. Head Teachers and relevant heads of central functions will be responsible for ensuring that their academies and functions comply with this policy. A nominated person should be responsible for records management in the academy or central function, and will promote compliance with this policy so that information will be retrieved easily, appropriately and in a timely manner. Individual employees must ensure that records for which they are responsible are accurate, and are maintained and disposed of in accordance with these guidelines.

RELATIONSHIP WITH EXISTING POLICIES

This policy has been drawn up within the context of:

1. Freedom of Information Policy
2. TKAT Data Protection Policy; and
3. Other legislation or regulations (including equal opportunities, audit and ethics) affecting TKAT or its academies.
4. Safe and Secure Disposal of Records

At the point where records have been identified for destruction they should be disposed of in an appropriate way. All records containing personal data, or sensitive policy information, should be shredded before disposal using a cross cut shredder. Any other records should be bundled up and disposed of via an appropriate waste paper merchant. Never put records in the dustbin or a skip.

The Freedom of Information Act 2000 requires the school to maintain a list of records which have been destroyed and who authorised their destruction.

Members of staff should record at least:

- ❖ File reference (or other unique identifier).
- ❖ File title (or brief description) and number of files.
- ❖ The name of the authorising officer and the date action taken.

This should be kept securely in a spreadsheet on a network share that is regularly backed up.

TRANSFER OF INFORMATION

Where lengthy retention periods have been allocated to records, departments may wish to consider converting paper records to other media such as electronic scans. The lifespan of the media and the ability to migrate data where necessary must always be considered.

ACADEMY CLOSURES

Should an academy close there will be records which will need to be stored until their statutory retention periods have been reached. It is normally the responsibility of TKAT to manage these records until they have reached the end of their administrative life and to arrange for their disposal, when appropriate. There may be a number of different reasons why an academy has closed and these should be taken into account when deciding what happens to its records.

RETENTION GUIDELINES

The following retention guidelines have been issued by the Information and Records Management Society as 'Retention Guidelines for Schools'. 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 Data Protection Act 1998, the EU General Data Protection Regulation 2018 and the Freedom of Information Act 2000. Managing record series using these retention guidelines will be deemed to be 'normal processing' under the legislation mentioned above.

If record series are to be kept for longer or shorter periods than laid out in this document the reasons for this need to be documented.

RETENTION SCHEDULE

SECTION 1: MANAGEMENT OF THE SCHOOL

1.1 GOVERNING BODY					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
1.1.1	Agendas for Governing Body meetings	There may be data protection issues if the meeting is dealing with confidential issues relating to staff		One copy should be retained with the master set of minutes. All other copies can be disposed of	SECURE DISPOSAL ¹
1.1.2	Minutes of Governing Body meetings	There may be data protection issues if the meeting is dealing with confidential issues relating to staff			
	Principal Set (signed)			PERMANENT	If the school is unable to store these then they should be offered to the County Archives service where appropriate
	Inspection Copies ²			Date of meeting + 3 years	If these minutes contain any sensitive, personal information they must be shredded
1.1.3	Reports presented to the Governing Body	There may be data protection issues if the report deals with confidential issues relating to staff		Reports should be kept for a minimum of 6 years. However, if the minutes refer directly to individual reports then the reports should be kept permanently	SECURE DISPOSAL or retain with the signed set of the minutes
1.1.4	Meeting papers relating to the annual parents' meeting held under section 33 of the Education Act 2002	No	Education Act 2002, Section 33	Date of the meeting + a minimum of 6 years	SECURE DISPOSAL
1.1.5	Instruments of Government including Articles of	No		PERMANENT	These should be retained in The school whilst the school

¹ In this context, SECURE DISPOSAL should be taken to mean disposal using confidential waste bins, or if the school as the facility, shredding using a cross cut shredder

² These are the copies which the clerk to the Governors may wish to retain so that requestors can view all the appropriate information without needing to print off and collate redacted copies of the minutes each time a request is made.



	Association				is open and then offered to County Archives Service when the school closes.
1.1.6	Trusts and Endowments managed by the Governing Body	No		PERMANENT	These should be retained in The school whilst the school is open and then offered to County Archives Service when the school closes.
1.1.7	Action plans created and administered by the Governing Body	No		Life of the action plan + 3 years	SECURE DISPOSAL
1.1.8	Policy documents created and administered by the Governing Body	No		Life of the policy + 3 years	SECURE DISPOSAL
1.1.9	Records relating to complaints dealt with by the Governing Body	Yes		Date of the resolution of the complaint + a minimum of 6 years then review for further retention in case of contentious disputes	SECURE DISPOSAL
1.1.10	Annual Reports created under the requirements of the Education (Governor's Annual Reports) (England) (Amendment) Regulations 2002	No	Education (Governor's Annual Reports) (England) (Amendment) Regulations 2002 SI 2002 No 1171	Date of report + 10 years	SECURE DISPOSAL
1.1.11	Proposals concerning the change of status of a maintained school including Specialist Status Schools and Academies	No		Date proposal accepted or declined + 3 years	SECURE DISPOSAL

1.2 HEADTEACHER AND SENIOR MANAGEMENT TEAM

	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
1.2.1	Log books of activity in the school maintained by the Head Teacher	There may be data protection issues if the log book refers to individual pupils or members of staff		Date of last entry in the book + a minimum of 6 years then review	These could be of permanent historical value and should be offered to the County Archives Service if appropriate
1.2.2	Minutes of Senior Management Team meetings and the meetings of other internal administrative bodies	There may be data protection issues if the minutes refers to individual pupils or members of staff		Date of the meeting + 3 years then review	SECURE DISPOSAL
1.2.3	Reports created by The Head Teacher or the Management Team	There may be data protection issues if the report refers to individual pupils or members of staff		Date of the report + a minimum of 3 years then review	SECURE DISPOSAL
1.2.4	Records created by head teachers, deputy head teachers, heads of year and other members of staff with administrative responsibilities	There may be data protection issues if the records refer to individual pupils or members of staff		Current academic year + 6 years then review	SECURE DISPOSAL
1.2.5	Correspondence created by head teachers, deputy head teachers, heads of year and other members of staff with administrative responsibilities	There may be data protection issues if the correspondence refers to There may be data protection issues if the correspondence refers to individual pupils or members of staff		Current academic year + 6 years then review	SECURE DISPOSAL
1.2.6	Professional Development Plans	Yes		Life of the plan + 6 years	SECURE DISPOSAL
1.2.7	School Development Plans	No		Life of the plan + 6 years	SECURE DISPOSAL

1.3 ADMISSIONS PROCESS					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
1.3.1	All records relating to the creation and implementation of the School Admissions' Policy	No	School Admissions Code Statutory guidance for Admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels December 2014	Life of the policy + 3 years then review	SECURE DISPOSAL
1.3.2	Admissions – if the admission is successful	Yes	School Admissions Code Statutory guidance for admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels December 2014	Date of admission + 1 year	SECURE DISPOSAL
1.3.3	Admissions – if the appeal is unsuccessful	Yes	School Admissions Code Statutory guidance for admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels December 2014	Resolution of case + 1 year	SECURE DISPOSAL
1.3.4	Register of Admissions	Yes	School attendance: Departmental advice for maintained schools, academies, independent schools and local authorities October 2014	Every entry in the admission register must be preserved for a period of three years after the date on which the entry was made. ³	REVIEW- Schools may wish to consider keeping the admission register permanently as often schools receive enquiries from past pupils to confirm the dates they attended the school.
1.3.5	Admissions – Secondary Schools – Casual	Yes		Current year + 1 year	SECURE DISPOSAL
1.3.6	Proofs of address supplied by parents' part of the admissions process	Yes	School Admissions Code Statutory guidance for Admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels December 2014	Current year + 1 year	SECURE DISPOSAL

³ School attendance: Departmental advice for maintained schools, academies, independent schools and local authorities October 2014 pg.6



1.3.7	Supplementary Information form including additional information such as religion, medical conditions etc.	Yes			
	For successful admissions			This information should be added to the pupil file	SECURE DISPOSAL
	For unsuccessful admissions			Until appeals process completed	SECURE DISPOSAL

1.4 OPERATIONAL ADMINISTRATION

	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
1.4.1	General file series	No		Current year + 5 years then REVIEW	SECURE DISPOSAL
1.4.2	Records relating to the creation and publication of the school brochure or prospectus	No		Current year + 3 years	STANDARD DISPOSAL
1.4.3	Records relating to the creation and distribution of Circulars to staff, parents or pupils	No		Current year + 1 year	STANDARD DISPOSAL
1.4.4	Newsletters and other items with a short operational use	No		Current year + 1 year	STANDARD DISPOSAL
1.4.5	Visitors' Books and Signing in Sheets	Yes		Current year + 6 years then REVIEW	SECURE DISPOSAL
1.4.6	Records relating to the creation and management of Parent Teacher Associations and/or Old Pupils Associations	No		Current year + 6 years then REVIEW	SECURE DISPOSAL

SECTION 2: HUMAN RESOURCES

2.1 RECRUITMENT					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
2.1.1	All records leading up to the appointment of a new Headteacher	Yes		For non-appointed candidates: one year from the date of application; For the appointed candidate, transferred to the employee file. (see below)	SECURE DISPOSAL
2.1.2	All records leading up to the appointment of a new member of staff – unsuccessful candidates	Yes		For non-appointed candidates: one year from the date of application;	SECURE DISPOSAL
2.1.3	All records leading up to the appointment of a new member of staff – successful candidate	Yes		All the relevant information should be added to the staff personal file (see below).	SECURE DISPOSAL
2.1.4	Pre-employment vetting information – DBS Checks	No	DBS Update Service Employer Guide June 2014: Keeping children safe in education. Sept 2016. Statutory Guidance from Dept. of Education)	The school does not have to keep copies of DBS certificates. If the school does so the copy must NOT be retained for more than 6 months	
2.1.5	Proofs of identity collected as part of the process of checking “portable” enhanced DBS disclosure	Yes		Where possible these should be checked and a note kept of what was seen and what has been checked. If it is felt necessary to keep copy documentation then this should be placed on the member of staff's personal file	
2.1.6	Pre-employment vetting information – Evidence proving the right to work in the United Kingdom ⁴	Yes	An employer's guide to right to work checks [Home Office May 2015]	Where possible these documents should be added to the Staff Personal File [see below], but if they are kept separately then the Home Office requires that the documents are kept for termination of Employment plus not less than two years	

⁴ Employers are required to take a “clear copy” of the documents which they are shown as part of this process

2.2 OPERATIONAL STAFF MANAGEMENT

	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
2.2.1	Staff Personal File	Yes	Limitation Act 1980 (Section 2)	Termination of Employment + 6 years	SECURE DISPOSAL
2.2.2	Timesheets	Yes		Current year + 6 years	SECURE DISPOSAL
2.2.3	Annual appraisal/ assessment records	Yes		Current year + 5 years	SECURE DISPOSAL

2.3 MANAGEMENT OF DISCIPLINARY AND GRIEVANCE PROCESSES

	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
2.3.1	Allegation of a child protection nature against a member of staff including where the allegation is unfounded ⁵	Yes	The current versions (updated regularly) of "Keeping children safe in education. Statutory guidance for schools and colleges" (updated annually)" and "Working together to safeguard children. A guide to inter-agency working to safeguard and promote the welfare of children"	Until the person's normal retirement age or 10 years from the date of the allegation whichever is the longer then REVIEW. Note allegations that are found to be malicious should be removed from personnel files. If found they are to be kept on the file and a copy provided to the person concerned	SECURE DISPOSAL These records must be shredded
2.3.2	Disciplinary Proceedings	Yes			
	oral warning			Whilst warnings do expire, they should be kept on file until the individual has left the organisation	SECURE DISPOSAL
	written warning – level 1			Whilst warnings do expire, they should be kept on file until the individual has left the organisation	SECURE DISPOSAL
	written warning – level 2			Whilst warnings do expire, they should be kept on file until the individual has left the organisation	SECURE DISPOSAL

⁵ This review took place as the Independent Inquiry on Child Sexual Abuse was beginning. In light of this, it is recommended that all records relating to child abuse are retained until the Inquiry is completed. This section will then be reviewed again to take into account any recommendations the Inquiry might make concerning record retention



	final warning			Whilst warnings do expire, they should be kept on file until the individual has left the organisation	SECURE DISPOSAL
	case not found			If the incident is child protection related, then see above otherwise dispose of at the conclusion of the case	SECURE DISPOSAL

2.4 HEALTH AND SAFETY					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
2.4.1	Health and Safety Policy Statements	No		Life of policy + 3 years	SECURE DISPOSAL
2.4.2	Health and Safety Risk Assessments	No		Life of risk assessment + 3 years	SECURE DISPOSAL
2.4.3	Records relating to accident/ injury at work	Yes		Date of incident + 12 years In the case of serious accidents a further retention period will need to be applied	SECURE DISPOSAL
2.4.4	Accident Reporting	Yes	Social Security (Claims and Payments) Regulations 1979 Regulation 25. Social Security Administration Act 1992 Section 8. Limitation Act 1980		SECURE DISPOSAL
	Adults			Date of the incident + 6 years	SECURE DISPOSAL
	Children			DOB of the child + 25 years	SECURE DISPOSAL
2.4.5	Control of Substances Hazardous to Health (COSHH)	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.	Current year + 40 years	SECURE DISPOSAL
2.4.6	Process of monitoring of areas where employees and persons are likely to have become in contact with radiation	No		Last action + 50 years	SECURE DISPOSAL
2.4.7	Fire Precautions log books	No		Current year + 6 years	SECURE DISPOSAL

2.5 PAYROLL AND PENSIONS					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
2.5.1	Maternity pay records	Yes	Statutory Maternity Pay (General Regulations 1986) (S1986/1960), revised 1999 (S1999/567)	Current year + 3 years	SECURE DISPOSAL
2.5.2	Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995	Yes		Current year + 6 years	SECURE DISPOSAL

SECTION 3: FINANCIAL MANAGEMENT OF THE SCHOOL

3.1 RISK MANAGEMENT AND INSURANCE					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
3.1.1	Employer's Liability Insurance Certificate	No		Closure of the school + 40 years	SECURE DISPOSAL

3.2 ASSET MANAGEMENT					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
3.2.1	Inventories of furniture and equipment	No		Current year + 6 years	SECURE DISPOSAL
3.2.2	Burglary, theft and vandalism report forms	No		Current year + 6 years	SECURE DISPOSAL

3.3 ACCOUNTS AND STATEMENTS INCLUDING BUDGET MANAGEMENT

	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
3.3.1	Annual Accounts	No		Current year + 6 years	STANDARD DISPOSAL
3.3.2	Loans and grants managed by the school	No		Date of last payment on the loan + 12 years then REVIEW	SECURE DISPOSAL
3.3.3	Student Grant applications	Yes		Current year + 3 years	SECURE DISPOSAL
3.3.4	All records relating to the creation and management of budgets including the Annual Budget statement and background papers	No		Life of the budget + 3 years	SECURE DISPOSAL
3.3.5	Invoices, receipts, order books and requisitions, delivery notices	No		Current financial year + 6 years	SECURE DISPOSAL
3.3.6	Records relating to the collection and banking of monies	No		Current financial year + 6 years	SECURE DISPOSAL
3.3.7	Records relating to the identification and collection of debt	No		Current financial year + 6 years	SECURE DISPOSAL
3.3.8	Cheque books	No		Current year + 6 years	SECURE DISPOSAL
3.3.9	Paying in books	No		Current year + 6 years	SECURE DISPOSAL
3.3.10	Ledger	No		Current year + 6 years	SECURE DISPOSAL
3.3.11	Invoices	No		Current year + 6 years	SECURE DISPOSAL
3.3.12	Receipts	No		Current year + 6 years	SECURE DISPOSAL
3.3.13	Bank statements	No		Current year + 6 years	SECURE DISPOSAL
3.3.14	Journey Books	No		Current year + 6 years	SECURE DISPOSAL

3.4 CONTRACT MANAGEMENT

	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
3.4.1	All records relating to the management of contracts under seal	No	Limitation Act 1980	Last payment on the contract + 6 years	SECURE DISPOSAL
3.4.2	All records relating to the management of contracts under signature	No	Limitation Act 1980	Last payment on the contract + 6 years	SECURE DISPOSAL
3.4.3	Records relating to the monitoring of contracts	No		Current year + 2 years	SECURE DISPOSAL

3.5 SCHOOL MEALS MANAGEMENT

	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
3.4.1	Free School Meals Registers	Yes		Current year + 6 years	SECURE DISPOSAL
3.4.2	School Meals Registers	Yes		Current year + 3 years	SECURE DISPOSAL
3.4.3	School Meals Summary Sheets	No		Current year + 3 years	SECURE DISPOSAL

SECTION 4: PROPERTY MANAGEMENT

4.1 PROPERTY MANAGEMENT					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
4.1.1	Title deeds of properties	No		PERMANENT These should follow the property unless the property has been registered with the Land Registry	
4.1.2	Plans of property belonging to the school	No		These should be retained whilst the building belongs to the school and should be passed onto any new owners if the building is leased or sold	
4.1.3	Leases of property leased by or to the school	No		Expiry of lease + 6 years	SECURE DISPOSAL
4.1.4	Records relating to the letting of school premises	No		Current financial year + 6 years	SECURE DISPOSAL

4.2 MAINTENANCE					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
4.2.1	All records relating to the maintenance of the school carried out by contractors	No		Current year + 6 years	SECURE DISPOSAL
4.2.2	All records relating to the maintenance of the school carried out by the school employees including maintenance log books	No		Current year + 6 years	SECURE DISPOSAL

SECTION 5: PUPIL MANAGEMENT

5.1 PUPIL'S EDUCATIONAL RECORD					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
5.1.1	Pupil's Educational Record required by The Education (Pupil Information) (England) Regulations 2005 Secondary	Yes	The Education (Pupil Information) (England) Regulations 2005 SI 2005 No. 1437 Limitation Act 1980 (Section 2)	Date of Birth of the pupil + 25 years	SECURE DISPOSAL
5.1.2	Examination Results – Pupil Copies	Yes			
	Public Internal			This information should be added to the pupil file	All uncollected certificates should be returned to the examination board.
5.1.3	Child Protection information held on pupil file	Yes	“Keeping children safe in education Statutory guidance for schools and colleges March 2015”; “Working together to safeguard children. A guide to inter-agency working to safeguard and promote the welfare of children March 2015”	If any records relating to child protection issues are placed on the pupil file, it should be in a sealed envelope and then retained for the same period of time as the pupil file.	SECURE DISPOSAL – these records MUST be shredded
5.1.4	Child protection information held in separate files		“Keeping children safe in education Statutory guidance for schools and colleges March 2015”; “Working together to safeguard children. A guide to inter-agency working to safeguard and promote the welfare of children March 2015”	DOB of the child +25 years then review. This retention period was agreed in consultation with the Safeguarding Children Group on the understanding that the principal copy of this information will be found on the Local Authority Social Services Record.	SECURE DISPOSAL – these records MUST be shredded

5.2 ATTENDANCE					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
5.2.1	Attendance Registers	Yes	School attendance: Departmental advice for maintained schools, academies, independent schools and local authorities October 2014	Every entry in the attendance register must be preserved for a period of three years after the date on which the entry was made.	SECURE DISPOSAL
5.2.2	Correspondence relating to authorised absence		Education Act 1996 Section 7	Current academic year + 2 years	SECURE DISPOSAL

5.3 SPECIAL EDUCATIONAL NEEDS					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
5.3.1	Special Educational Needs files, reviews and Individual Education Plans	Yes	Limitation Act 1980 (Section 2)	Date of Birth of the pupil + 25 years	REVIEW NOTE: This retention period is the minimum retention period that any pupil file should be kept. Some academies choose to keep SEN files for a longer period of time to defend themselves in a "failure to provide a sufficient education" case. There is an element of business risk analysis involved in any decision to keep the records longer than the minimum retention period and this should be documented.
5.3.2	Statement maintained under section 234 of the Education Act 1990 and any amendments made to the statement	Yes	Education Act 1996 Special Educational Needs and Disability Act 2001 Section 1	Date of birth of the pupil + 25 years [This would normally be retained on the pupil file]	SECURE DISPOSAL unless the document is subject to a legal hold
5.3.3	Advice and information provided to parents regarding educational needs	Yes	Special Educational Needs and Disability Act 2001 Section 2	Date of birth of the pupil + 25 years [This would normally be retained on the pupil file]	SECURE DISPOSAL unless the document is subject to a legal hold
5.3.4	Accessibility Strategy	Yes	Special Educational Needs and Disability Act 2001 Section 14	Date of birth of the pupil + 25 years [This would normally be retained on the pupil file]	SECURE DISPOSAL unless the document is subject to a legal hold

SECTION 6: CURRICULUM MANAGEMENT

6.1 STATISTICS AND MANGEMENT INFORMATION					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
6.1.1	Curriculum returns	No		Current year + 3 years	SECURE DISPOSAL
6.1.2	Examination Results (Schools Copy)	Yes		Current year + 6 years	SECURE DISPOSAL
	SATS records -	Yes		The SATS results should be recorded on the pupil's educational file and will therefore be retained until the pupil reaches the age of 25 years. The school may wish to keep a composite record of all the whole year SATs results. These could be kept for current year + 6 years to allow suitable	SECURE DISPOSAL
	Results				SECURE DISPOSAL
	Examination Papers				The examination papers should be kept until any appeals/validation process is complete
6.1.3	Published Admission Number (PAN) Reports	Yes		Current year + 6 years	SECURE DISPOSAL
6.1.4	Value Added and Contextual Data	Yes		Current year + 6 years	SECURE DISPOSAL
6.1.5	Self-Evaluation Forms	Yes		Current year + 6 years	SECURE DISPOSAL

6.2 IMPEMNTATION OF CURRICULUM					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
6.2.1	Schemes of Work	No		Current year + 1 year	Review these records at the end of each year and allocate a further retention period or SECURE DISPOSAL
6.2.2	Timetable	No		Current year + 1 year	
6.2.3	Class Record Books	No		Current year + 1 year	
6.2.4	Mark Books	No		Current year + 1 year	
6.2.5	Record of homework set	No		Current year + 1 year	
6.2.6	Pupils' Work	No		Where possible pupils' work should be returned to the pupil at the end of the academic year if this is not the school's policy then current year + 1 year	SECURE DISPOSAL

SECTION 7: EXTRA CURRICULAR ACTIVITIES

7.1 EDUCATIONAL VISITS OUTSIDE THE CLASSROOM					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
7.1.1	Records created by schools to obtain approval to run an Educational Visit outside the Classroom – Secondary Schools	No	Outdoor Education Advisers' Panel National Guidance Website http://oeapng.info specifically Section 3 - "Legal Framework and Employer Systems" and Section 4 - "Good Practice".	Date of visit + 10 years	SECURE DISPOSAL
7.1.2	Parental consent forms for school trips where there has been no major incident	Yes		Conclusion of the trip	Although the consent forms could be retained for DOB + 22 years, the requirement for them being needed is low and most schools do not have the storage capacity to retain every single consent form issued by the school for this period of time.
7.1.3	Parental permission slips for school trips – where there has been a major incident	Yes	Limitation Act 1980 (Section 2)	DOB of the pupil involved in the incident + 25 years The permission slips for all the pupils on the trip need to be retained to show that the rules had been followed for all pupils	

SECTION 8: CENTRAL GOVERNMENT AND LOCAL AUTHORITY

8.1 LOCAL AUTHORITY					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
8.1.1	Secondary Transfer Sheets (Primary)	Yes		Current year + 2 years	SECURE DISPOSAL
8.1.2	Attendance Returns	Yes		Current year + 1 year	SECURE DISPOSAL
8.1.3	School Census Returns	No		Current year + 5 years	SECURE DISPOSAL
8.1.4	Circulars and other information sent from the Local Authority	No		Operational use	SECURE DISPOSAL

8.2 CENTRAL GOVERNMENT					
	BASIC FILE DESCRIPTION	DATA PROTECTION ISSUES	STATUTORY PROVISIONS	RETENTION PERIOD [OPERATIONAL]	ACTION AT THE END OF THE ADMINISTRATIVE LIFE OF THE RECORD
8.2.1	OFSTED reports and papers	No		Life of the report then REVIEW	SECURE DISPOSAL
8.2.2	Returns made to central government	No		Current year + 6 years	SECURE DISPOSAL
8.2.3	Circulars and other information sent from central government	No		Operational use	SECURE DISPOSAL

RECORD STORAGE

Records are to be stored in a locked room. Each box is labelled with the type of information, the year it relates to and a date to be shredded.