

## Title: School Records Management Policy inc.

## Record Retention Information & Guidance

**Date Approved: July 2019**

**Status: Statutory**

**Delegation: Head of School**

**Responsibility: SBM H&S**

**Review Frequency: As required**

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**School Records Management Policy**

**Introduction**

The School recognises that by efficiently managing its records, it will be able to comply

with its legal and regulatory obligations and to contribute to the effective overall

management of the institution. Records provide evidence for protecting the legal rights

and interests of the school, and provide evidence for demonstrating performance and

accountability. This document provides the policy framework through which this effective

management can be achieved and audited. It covers:

• Scope

• Responsibilities

• Relationships with existing policies

**1. Scope of the policy**

1.1 This policy applies to all records created, received or maintained by staff of the school

in the course of carrying out its functions.

1.2 Records are defined as all those documents which facilitate the business carried out

by the school 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.

1.3 A small percentage of the school’s records will be selected for permanent

preservation as part of the institution’s archives and for historical research.

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**2. Responsibilities**

2.1 The school has a corporate responsibility to maintain its records and record keeping

systems in accordance with the regulatory environment. The person with overall

responsibility for this policy is the Head of the School.

2.2 The person responsible for records management in the school will give guidance for

good records management practice and will promote compliance with this policy so

that information will be retrieved easily, appropriately and in a timely way. They will

also monitor compliance with this policy by surveying at least annually to check if

records are stored securely and can be accessed appropriately.

2.3 Individual staff and employees must ensure that records for which they are

responsible are accurate, and are maintained and disposed of in accordance with the

school’s records management guidelines.

**3. Relationship with existing policies**

This policy has been drawn up within the context of:

• Freedom of Information policy

• Data Protection policy

• and with other legislation or regulations (including audit, equal opportunities and

ethics) affecting the school.

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**Management of the School**

This section contains retention periods connected to the general management of the school. This covers the work of the Governing Body,the Head of School and the senior management team, the admissions process and operational administration.

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| **1.1 Governing Body** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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 |
| 1.1.2 Minutes of 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 |
| Principal Set (signed) |  |  | PERMANENT | If the school is unable to store these  then they should be offered to the  County Archives Service |
| Inspection Copies2 |  |  | 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 Governing Body** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **Statutory Provisions** | **Retention Period [Operational]** | **Action at the end of the administrative life of the record** |
| 1.1.5 Instruments of Government including  Articles of Association | 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. |
| 1.1.6 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 Head Teacher and Senior Management Team** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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**  **individual pupils or members of staff** |  | Date of correspondence + 3 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 + 3 years | SECURE DISPOSAL |

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| **1.3 Admissions Process** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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 |

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| **1.3 Admissions Process contd.** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **Statutory Provisions** | **Retention Period [Operational]** | **Action at the end of the administrative life of the record** |
| 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. | **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 as 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 |
| 1.3.7 Supplementary Information forms including additional  information such as religion, medical conditions etc. | **Yes** |  |  |  |
| *For* ***successful*** *admissions* |  |  | For successful admissions This information should be added  to the pupil file | SECURE DISPOSAL |
| *For* ***unsuccessful*** *admissions* |  |  | For unsuccessful admissions Until appeals process completed | SECURE DISPOSAL |

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| **1.4 Operational Administration** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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 |

**2. Human Resources**

This section deals with all matters of Human Resources management within the school.

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| **2.1 Recruitment** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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** |  | Date of appointment + 6 years | SECURE DISPOSAL |
| 2.1.2 All records leading up to the appointment of a new member of staff – ***unsuccessful*** candidates | **Yes** |  | Date of appointment of successful candidate + 6 months | SECURE DISPOSAL |
| 2.13 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) and all other information retained for  6 months | SECURE DISPOSAL |
| 2.1.4 Pre-employment vetting information – DBS Checks | No | **DBS Update Service**  **Employer Guide**  **June 2014: Keeping**  **children safe in**  **education.**  **September 2016 (Statutory**  **Guidance from**  **Dept. of Education)**  **Sections 73, 74** | 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 Recruitment contd.** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **Statutory Provisions** | **Retention Period [Operational]** | **Action at the end of the administrative life of the record** |
| 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 UK | **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** |  |
| **2.2 Operational Staff Management** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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 |  |  | Current year + 5 years | SECURE DISPOSAL |

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| **2.3** **Management of Disciplinary and Grievance Processes** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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*** | **Yes** | **Yes “Keeping children safe in education**  **Statutory guidance for schools and**  **colleges September 2016”; “Working together to safeguard children. A guide to**  **inter-agency working to safeguard and**  **promote the welfare of children March**  **2015”** | 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 |  |  | Date of warning + 6 months |  |
| written warning – level 1 |  |  | Date of warning + 6 months | SECURE DISPOSAL  (If warnings are placed on personnel files then they must be weeded from the file) |
| written warning – level 2 |  |  | Date of warning + 12 months |
| final warning |  |  | Date of warning + 18 months |
| case not found |  |  | If the incident is child protection related then see above otherwise dispose of at the conclusion of the case | SECURE DISPOSAL |

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| **2.4 Health and Safety** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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** |  |  |
| Adults |  |  | **Date of the incident + 6 years** | SECURE DISPOSAL |
| Children |  |  | **DOB of the child + 25 years** | SECURE DISPOSAL |

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| **2.4 Health and Safety contd.** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **Statutory Provisions** | **Retention Period [Operational]** | **Action at the end of the administrative life of the record** |
| 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. Regulation 18 (2)** | **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 **asbestos** | No | **Control of Asbestos at Work Regulations 2012 SI 1012 No 632 Regulation 19** | **Last action + 40 years** | SECURE DISPOSAL |
| 2.4.7 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 |
| 2.4.8 Fire Precautions log books | No |  | **Current year + 6 years** | SECURE DISPOSAL |

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| **2.5 Payroll and Pensions** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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 (SI1986/1960),**  **revised 1999 (SI1999/567)** | 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 |

**3. Financial Management of the School**

This section deals with all aspects of the financial management of the school including the administration of school meals.

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| 3.1 Risk Management and Insurance | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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**  **(GDPR from May 2018)** | **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**  **(GDPR from May 2018)** | **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 Accounts and Statements including Budget Management contd. | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **Statutory Provisions** | **Retention Period [Operational]** | **Action at the end of the administrative life of the record** |
| 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 |
| 3.4 Contract Management | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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 + 12 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 |

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| 3.5 School Fund | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **Statutory Provisions** | **Retention Period [Operational]** | **Action at the end of the administrative life of the record** |
| 3.5.1 School Fund - Cheque books | No |  | Current year + 6 years | SECURE DISPOSAL |
| 3.5.2 School Fund - Paying in books | No |  | Current year + 6 years | SECURE DISPOSAL |
| 3.5.3 School Fund – Ledger | No |  | Current year + 6 years | SECURE DISPOSAL |
| 3.5.4 School Fund – Invoices | No |  | Current year + 6 years | SECURE DISPOSAL |
| 3.5.5 School Fund – Receipts | No |  | Current year + 6 years | SECURE DISPOSAL |
| 3.5.6 School Fund - Bank statements | No |  | Current year + 6 years | SECURE DISPOSAL |
| 3.5.7 School Fund – Journey Books | No |  | Current year + 6 years | SECURE DISPOSAL |
| 3.6 School Meals Management | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **Statutory Provisions** | **Retention Period [Operational]** | **Action at the end of the administrative life of the record** |
| 3.6.1 Free School Meals Registers | **Yes** |  | Current year + 6 years | SECURE DISPOSAL |
| 3.6.2 School Meals Registers | **Yes** |  | Current year + 3 years | SECURE DISPOSAL |
| 3.6.3 School Meals Summary Sheets | No |  | Current year + 3 years | SECURE DISPOSAL |

**4. Property Management**

This section covers the management of buildings and property.

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| 4.1 Property Management | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **Statutory Provisions** | **Retention Period [Operational]** | **Action at the end of the administrative life of the record** |
| 4.1.1 Title deeds of properties belonging to the school | No |  | **PERMANENT**  These should follow the property unless the property has been registered with the Land Registry |  |
| 4.1.2 Plans of property belong 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**  **(GDPR from May 2018)** | **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 school employees  including maintenance log books | No |  | Current year + 6 years | SECURE DISPOSAL |

**5. Pupil Management**

This section includes all records which are created during the time a pupil spends at the school. For information about accident reporting see under Health and Safety above.

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| 5.1 Pupil’s Educational Record | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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 | **Yes** | **The Education**  **(Pupil Information)**  **(England) Regulations**  **2005 SI 2005 No. 1437** |  |  |
| **Secondary** |  |  | **Date of birth + 25 years** | **SECURE DISPOSAL**  Items which should be included on the pupil record  If the pupil has attended an early years setting, then the record of transfer should be included on the pupil file  Admission form (application form)  Privacy Notice [if these are issued annually only the most recent need be on the file] Photography Consents  Years Record  Annual Report to Parents  National Curriculum and Religious Education Locally Agreed Syllabus Record Sheets  Any information relating to a major incident involving the child (either an accident or other incident)  Any reports written about the child  Any information about a statement and support offered in relation to the statement Any relevant medical information (should be stored in the file in a sealed envelope clearly marked as such)  Child protection reports/disclosures (should be stored in the file in a sealed envelope clearly marked as such)  Any information relating to exclusions (fixed or permanent)  Any correspondence with parents or outside agencies relating to major issues  Details of any complaints made by the parents or the pupil |
| 5.1 Pupil’s Educational Record  ***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*** | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **Statutory Provisions** | **Retention Period [Operational]** | **Action at the end of the administrative life of the record** |
| 5.1.2 Examination Results – Pupil Copies | **Yes** |  |  |  |
| Public |  |  | This information should  be added to the pupil file | All uncollected certificates should be returned to the examination board. |
| Secondary |  |  | This information should be added to the pupil file |  |
| 5.1.3 Child Protection information held on  pupil file | **Yes** | **“Keeping children**  **safe in education**  **Statutory guidance**  **for schools and**  **colleges Sept 2016”; “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. **Date of birth + 25 years** | **SECURE DISPOSAL– these records MUST be shredded** |
| 5.1 Pupil’s Educational Record contd. | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **Statutory Provisions** | **Retention Period [Operational]** | **Action at the end of the administrative life of the record** |
| 5.1.4 Child Protection information held in separate files | **Yes** | **“Keeping children**  **safe in education**  **Statutory guidance**  **for schools and**  **colleges September 2016”; “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** |
| ***Retention periods relating to allegations made against adults can be found in the Human Resources section of this retention schedule.*** | | | | |
| 5.2 Attendance | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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 |

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| 5.3 Special Educational Needs | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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 authorities 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** |

**6. Curriculum Management**

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| --- | --- | --- | --- | --- |
| 6.1 Statistics and Management Information | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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** |  |  |  |
| Results |  |  | 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 comparison | SECURE DISPOSAL |
| Examination Papers |  |  | The examination papers should be kept until any appeals/validation process is complete | SECURE DISPOSAL |
| 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 |

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| 6.2 Implementation of Curriculum | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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 | It may be appropriate to review these records at the end of each year and allocate a further retention period or SECURE DISPOSAL |
| 6.2.2 Timetable |  |  | Current year + 1 year |
| 6.2.3 Class Record Books |  |  | Current year + 1 year |
| 6.2.4 Mark Books |  |  | Current year + 1 year |
| 6.2.5 Record of homework set |  |  | 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 |

**7. Extra-Curricular Activities**

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| 7.1 Educational Visits outside the Classroom | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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. |

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| 7.1 Educational Visits outside the Classroom contd. | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **Statutory Provisions** | **Retention Period [Operational]** | **Action at the end of the administrative life of the record** |
| 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 |  |
| 7.2 Family Liaison Officers and Home School Liaison Assistants | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **Statutory Provisions** | **Retention Period [Operational]** | **Action at the end of the administrative life of the record** |
| 7.2.1 Day Books | **Yes** |  | Current year + 2 years then review |  |
| 7.2.2 Reports for outside agencies - where the report has been included on the case file created by the outside agency | **Yes** |  | Whilst child is attending school and then destroy |  |
| 7.2.3 Referral forms | **Yes** |  | While the referral is current |  |
| 7.2.4 Contact data sheets | **Yes** |  | Current year then review, if contact is no longer active then destroy |  |
| 7.2.5 Contact database entries | **Yes** |  | Current year then review, if contact is no longer active then destroy |  |
| 7.2.6 Group Registers | **Yes** |  | Current year + 2 years |  |

**8. Central Government and Local Authority**

This section covers records created in the course of interaction between the school and the local authority.

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| 8.1 Local Authority | | | | |
| **Basic file description** | **Data Protection Issues**  **(GDPR from May 2018)** | **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**  **(GDPR from May 2018)** | **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 |