

Records Management and Retention Policy

Scope

The policy set out in this document applies to all United Church Schools Trust (UCST) and United Learning Trust (ULT) schools and offices. The two companies (UCST and ULT) and its subsidiaries are referred to in this policy by their trading name, 'United Learning'.

Where this policy refers to 'School' or 'Head Teacher', within Central Office this should be interpreted to refer to the department where a member of staff works and their Head of Department.

Introduction

The United Learning recognises that the efficient management of its records is necessary to comply with its legal and regulatory obligations and to contribute to the effective overall management of the institution. This document provides the policy framework through which this effective management can be achieved and audited.

This policy applies to all records created, received or maintained by staff of United Learning in the course of carrying out its functions.

Records are defined as all those documents which facilitate the business carried out by United Learning 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 United Learning's records will be selected for permanent preservation as part of the institution's archives and for historical research.

Responsibilities

United Learning and its schools have a corporate responsibility to maintain records and record keeping systems in accordance with the regulatory environment and in particular Article 5 of the General Data Protection Regulation, which states that personal data shall be kept for no longer than necessary for the purposes for which it was processed. Each school and central office department will put in place processes to:

1. ensure that records are kept for the time periods specified in the United Learning Records Retention Schedule
2. ensure data is stored appropriately and in line with United Learning's record management guidance.
3. either anonymise or securely destroy records (as appropriate) at the end of the specified time period

The school's Data Protection Lead will give guidance to staff for good records management practice and will promote compliance with this policy. If any records are created which are not covered by the records retention schedule the school will notify the Company Secretary, company.secretary@unitedlearning.org.uk so that the schedule can be updated.

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 procedures.

Relationship with existing policies

This policy should be read in conjunction with the

- Group Data Protection policy
- Records of Processing Activities procedure
- Records retention schedule
- Guidance on managing data retention
- Placing Office 365 Account data on 'Litigation Hold'

United Learning Records Retention Schedule (The Totteridge Academy)

1. Local Governing Body					
	Basic file description	Data Protection Issues	Statutory Provisions / notes	Retention Period [Operational]	Action at end of administrative life of the record
1.1.2	Minutes of, and papers considered at, meetings of the Governing Body and its committees	May be data protection issues, if the meeting is dealing with confidential issues relating to staff		Retain in school for 6 years from date of meeting	SECURE DISPOSAL
	Principal Set (signed)			Life of Academy	Transfer to Archives
	Inspection Copies			Date of meeting + 3 years	SECURE DISPOSAL

1. Local Governing Body					
1.1.3	Reports presented to the Governing Body	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 for the life of the Academy	SECURE DISPOSAL or retain with the signed set of 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	Trusts and Endowments managed by the Governing Body	No		PERMANENT	
1.1.6	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

2 Funding and Finance

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.1	Strategic Finance				
2.1.1	Statement of financial activities for the year	No		Current financial year + 6 years	SECURE DISPOSAL
2.1.2	Financial planning	No		Current financial year + 6 years	SECURE DISPOSAL
2.1.3	Value for money statement	No		Current financial year + 6 years	SECURE DISPOSAL
2.1.4	Records relating to the management of VAT	No		Current financial year + 6 years	SECURE DISPOSAL
2.1.5	Whole of government accounts returns	No		Current financial year + 6 years	SECURE DISPOSAL
2.1.6	Borrowing powers	No		Current financial year + 6 years	SECURE DISPOSAL

2 Funding and Finance					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.1.7	Budget plan	No		Current financial year + 6 years	SECURE DISPOSAL
2.1.8	Charging and remissions policy	No		Date policy superseded + 3 years	SECURE DISPOSAL
2.2	Audit Arrangements				
2.2.1	Audit Committee and appointment of responsible officers	No		Life of the Academy	SECURE DISPOSAL
2.2.2	Independent Auditor's report on regularity	No		Financial year report relates to + 6 years	SECURE DISPOSAL
2.2.3	Independent Auditor's report on financial statements	No		Financial year report relates to + 6 years	SECURE DISPOSAL
2.3	Funding Agreements				

2 Funding and Finance

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.3.1	Funding Agreement with Secretary of State and supplemental funding agreements	No		Date of last payment of funding + 6 years	SECURE DISPOSAL
2.3.2	Funding Agreement – Termination of the funding agreement			Date of last payment of funding + 6 years	SECURE DISPOSAL
2.3.3	Funding Records – Capital Grant	No		Date of last payment of funding + 6 years	SECURE DISPOSAL
2.3.4	Funding Records – Earmarked Annual Grant <u>(EAG)</u>	No		Date of last payment of funding + 6 years	SECURE DISPOSAL



2 Funding and Finance

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.3.5	Funding Records – General Annual Grant (GAG)	No		Date of last payment of funding + 6 years	SECURE DISPOSAL
2.3.6	Per pupil funding records	No		Date of last payment of funding + 6 years	SECURE DISPOSAL
2.3.7	Exclusions agreement	No		Date of last payment of funding + 6 years	SECURE DISPOSAL
2.3.8	Funding records	No		Date of last payment of funding + 6 years	SECURE DISPOSAL
2.3.9	Gift Aid and Tax Relief	No		Date of last payment of funding + 6 years	SECURE DISPOSAL



2 Funding and Finance

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.3.10	Records relating to loans	No		Date of last payment on loan + 6 years if the loan is under £10,000 or date of last payment on loan + 12 years if the loan is over £10,000	SECURE DISPOSAL
2.4	Payroll and Pensions				
2.4.1	Maternity pay records	Yes	Statutory Maternity Pay (General) Regulations 1986 (SI1986/1960), revised 1999 (SI1999/567)	Current year + 3 years	SECURE DISPOSAL



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2 Funding and Finance

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.4.2	Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995	Yes	Regulation 15 Retirement Benefits Schemes (Information Powers) Regulations 1995 (SI 1995/3103)	From the end of the year in which the accounts were signed for a minimum of 6 years	SECURE DISPOSAL
2.4.3	Management of the Teachers' Pension Scheme	Yes		Date of last payment on the pension + 20 years	SECURE DISPOSAL
2.4.5	Records relating to pension registrations	Yes	Retention period it to comply with our legal and regulator obligations as a	Date of last payment on the pension + 20 years	SECURE DISPOSAL

2 Funding and Finance					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.4.6	Payroll records	Yes	participating employer regarding the payment of pensions from the Fund; and enable us to deal with any questions or complaints that we or the Fund may receive about a Member's pension entitlement from the Fund.	Date payroll run + 20 years	SECURE DISPOSAL
2.5	Risk Management and Insurance				
2.5.1	Insurance policies	No		Date the policy expires + 6 years	SECURE DISPOSAL
2.5.2	Records relating to the settlement of insurance claims	No		Date claim settled + 6 years	SECURE DISPOSAL

2 Funding and Finance					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.5.3	Employer's Liability Insurance Certificate	No		Closure of the school + 40 years	SECURE DISPOSAL
2.6	Endowment Funds and Investments				
2.6.1	Investment policies	No		Life of the investment + 6 years	SECURE DISPOSAL
2.6.2	Management of Endowment Funds	No		Life of the fund + 6 years	
2.7	Accounts and Statements				
2.7.1	Annual accounts	No		Current year + 6 years	STANDARD DISPOSAL
2.7.2	Loans and grants managed by the school	No		Date of last payment on the loan + 12 years then REVIEW	SECURE DISPOSAL

2 Funding and Finance					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.7.3	Student Grant applications	Yes		Current year + 3 years	SECURE DISPOSAL
2.7.4	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
2.7.5	Invoices, receipts, order books and requisitions, delivery notices	No		Current financial year + 6 years	SECURE DISPOSAL
2.7.6	Records relating to the collection and banking of monies	No		Current financial year + 6 years	SECURE DISPOSAL

2 Funding and Finance					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.7.7	Records relating to the identification and collection of debt	No		Current financial year + 6 years	SECURE DISPOSAL
2.8	Contract Management				
2.8.1	All records relating to the management of contracts under seal	No	Limitation Act 1980	Last payment on the contract + 13 years	SECURE DISPOSAL
2.8.2	All records relating to the management of contracts under signature	No	Limitation Act 1980	Last payment on the contract + 7 years	SECURE DISPOSAL
2.8.3	Records relating to the monitoring of contracts	No		Current year + 2 years	SECURE DISPOSAL
2.9	Asset Management				

2 Funding and Finance

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.9.1	Inventories of furniture and equipment	No		Current year + 6 years	SECURE DISPOSAL
2.9.2	Burglary, theft and vandalism report forms	No		Current year + 6 years	SECURE DISPOSAL
2.9.3	Records relating to the leasing of shared facilities, such as sports centres	No		Current year + 6 years	SECURE DISPOSAL
2.9.4	Land and building valuations	No		Date valuation superseded + 6 years	SECURE DISPOSAL
2.9.5	Disposal of assets	No		Date asset disposed of + 6 years	SECURE DISPOSAL
2.9.6	Community School leases for land	No		Date lease expires + 6 years	SECURE DISPOSAL



2 Funding and Finance

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.9.7	Commercial transfer arrangements	No		Date of transfer + 6 years	SECURE DISPOSAL
2.9.8	Transfer of land to the Academy Trust	No		Life of land ownership then transfer to new owner	SECURE DISPOSAL
2.9.9	Transfers of freehold land	No		Life of land ownership then transfer to new owner	SECURE DISPOSAL
2.10	School Fund				
2.10.1	School Fund – Cheque books	No		Current year + 6 years	SECURE DISPOSAL
2.10.2	School Fund – Paying in books	No		Current year + 6 years	SECURE DISPOSAL
2.10.3	School Fund – Ledger	No		Current year + 6 years	SECURE DISPOSAL

2 Funding and Finance

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
2.10.4	School Fund – Invoices	No		Current year + 6 years	SECURE DISPOSAL
2.10.5	School Fund – Receipts	No		Current year + 6 years	SECURE DISPOSAL
2.10.6	School Fund – Bank statements	No		Current year + 6 years	SECURE DISPOSAL
2.10.7	School Fund – Journey books	No		Current year + 6 years	SECURE DISPOSAL
2.11	School Meals				
2.11.1	Free school meals registers	Yes		Current year + 6 years	SECURE DISPOSAL
2.11.2	School meals registers	Yes		Current year + 3 years	SECURE DISPOSAL
2.11.3	School meals summary sheets	No		Current year + 3 years	SECURE DISPOSAL

3. Policies, Frameworks and Overarching Requirements

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
3.1	Data Protection Policy, including data protection notification	No		Date policy superseded + 6 years	SECURE DISPOSAL
3.2	Freedom of Information Policy	No		Date policy superseded + 6 years	SECURE DISPOSAL
3.3	Information Security Breach Policy	No		Date policy superseded + 6 years	SECURE DISPOSAL
3.4	Special Educational Needs Policy	No		Date policy superseded + 6 years	SECURE DISPOSAL
3.5	Complaints Policy	No		Date policy superseded + 6 years	SECURE DISPOSAL
3.6	Risk and Control Framework	No		Life of framework + 6 years	SECURE DISPOSAL
3.7	Rules and Bylaws	No		Date rules or bylaws superseded + 6 years	SECURE DISPOSAL

3. Policies, Frameworks and Overarching Requirements

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
3.8	Home School Agreements	No		Date agreement revised + 6 years	SECURE DISPOSAL
3.9	Equality Information and Objectives (public sector equality duty) Statement for publication	No		Date of statement + 6 years	SECURE DISPOSAL

Human Resources

4. Recruitment

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
4.1.1	All records leading up to the appointment of a new Head Teacher	Yes		Date of appointment + 6 years	SECURE DISPOSAL

4. Recruitment

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
4.1.2	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
4.1.3	All records leading up to the appointment of a new member of staff – successful candidate	Yes		All relevant information should be added to the Staff Personal File (see below) and all other information retained for 6 months	SECURE DISPOSAL
4.1.4	Pre-employment vetting information – DBS Checks	No	DBS Update Service Employer Guide June 2014	A record should be kept on file to confirm that the certificate has been seen. The certificate should not be copied and retained.	
4.1.5	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 added to the Staff Personal File	SECURE DISPOSAL

4. Recruitment

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
4.1.6	Pre-employment vetting information – Evidence proving the right to work in the United Kingdom ¹	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, but if they are kept separately, then the Home Office requires that the documents are kept for termination of employment plus not less than 2 years	SECURE DISPOSAL
4.1.7	Records relating to the employment of overseas teachers	Yes		Where possible, these documents should be added to the Staff Personal File, but if they are kept separately, then the Home Office requires that the documents are kept for termination of employment plus not less than 2 years	SECURE DISPOSAL
4.1.8	Records relating to the TUPE process	Yes		Date last member of staff transfers or leaves the organisation + 6 years	SECURE DISPOSAL

4.2 Tier 2 sponsorship (also relevant to Tier 4 sponsorship)

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
4.2.1	Application to become a licenced sponsor and related documents	No	Home office guidance for sponsors, appendix D	Life of the licence	SECURE DISPOSAL
4.2.2	All documents relating to a migrant whom United Learning sponsors.	Yes	Home office guidance for sponsors, appendix D	Period of sponsorship of the migrant plus 1 year, or The date on which a Home Office compliance officer has examined and approved them, if this is less than one year after you ended your sponsorship of the migrant	SECURE DISPOSAL



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4.3 Operational Staff Management

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
4.3.1	Staff Personal File, including employment contract and staff training records	Yes	Limitation Act 1980 (Section 2)	Termination of employment + 6 years	SECURE DISPOSAL
4.3.2	Timesheets	Yes		Current year + 6 years	SECURE DISPOSAL
4.3.3	Annual appraisal/assessment records	Yes		Current year + 5 years	SECURE DISPOSAL
4.3.4	Records relating to the agreement of pay and conditions	No		Date pay and conditions superseded + 6 years	SECURE DISPOSAL
4.3.5	Training needs analysis	No		Current year + 1 year	SECURE DISPOSAL
4.3.6	Working Time compliance and Opt-Out	Yes		2 years from date of record	
4.3.7	Sickness absence records and payments			3 years after end of the tax year in which the sickness occurred and SSP.	

4.4 Management of Disciplinary and Grievance Processes

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
4.4.1	Allegation which is child protection in nature against a member of staff, including where the allegation is unfounded ⁱ	Yes	“Keeping children safe in education Statutory guidance for schools and colleges”; “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 longer, then REVIEW	SECURE DISPOSAL These records must be shredded
4.4.2	Disciplinary Proceedings	Yes			
	<ul style="list-style-type: none"> Oral warning 			Date of warning ² + 6 months	SECURE DISPOSAL
	<ul style="list-style-type: none"> Written warning – level 1 			Date of warning + 6 months	SECURE DISPOSAL
	<ul style="list-style-type: none"> Written warning – level 2 			Date of warning + 12 months	SECURE DISPOSAL
	<ul style="list-style-type: none"> Final warning 			Date of warning + 18 months	SECURE DISPOSAL

4.4 Management of Disciplinary and Grievance Processes

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
	<ul style="list-style-type: none"> Case not found 			If the incident is child protection related, then see above; otherwise, dispose of at the conclusion of the case	SECURE DISPOSAL

4.5 Health and Safety

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
4.5.1	Health and Safety policy statements	No		Life of policy + 3 years	SECURE DISPOSAL
4.5.2	Health and Safety risk assessments	No		Life of risk assessment + 3 years	SECURE DISPOSAL

4.5 Health and Safety

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
4.5.3	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
4.5.4	Accident reporting	Yes	Social Security (Claims and Payments) Regulations 1979 Regulation 25. Social Security Administration Act 1992 Section 8. Limitation Act 1980	The official Accident Book must be retained for 3 years after the last entry in the book. The book may be in paper or electronic format The incident reporting form may be retained as below	
	<ul style="list-style-type: none"> Adults 			Date of incident + 6 years	SECURE DISPOSAL



4.5 Health and Safety

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
	<ul style="list-style-type: none"> Children 			Date of birth of the child + 25 years	SECURE DISPOSAL
4.5.5	Control of Substances Hazardous to Health (COSHH)	No		Current year + 10 years then REVIEW	SECURE DISPOSAL
4.5.6	Process of monitoring of areas where employees and persons are likely to have come into contact with asbestos	No		Last action + 40 years	SECURE DISPOSAL
4.5.7	Process of monitoring of areas where employees and persons are likely to have come into contact with radiation	No		Last action + 50 years	SECURE DISPOSAL
4.5.8	Fire precautions log books	No		Current year + 6 years	SECURE DISPOSAL
4.5.9	Fire risk assessments	No	Fire Service Order 2005	Life of the risk assessment + 6 years	SECURE DISPOSAL
4.5.10	Incident reports	Yes		Current year + 20 years	SECURE DISPOSAL

5.1 Admissions

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
5.1.1	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
5.1.2	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



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5.1 Admissions

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
5.1.3	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
5.1.4	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 3 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
5.1.5	Admissions – Secondary Schools – Casual	Yes		Current year + 1 year	SECURE DISPOSAL

5.1 Admissions

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
5.1.6	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
5.1.7	Supplementary information form, including additional information such as religion and medical conditions	Yes			
	<ul style="list-style-type: none"> For successful admissions 			This information should be added to the pupil file	SECURE DISPOSAL
	<ul style="list-style-type: none"> For unsuccessful admissions 			Until appeals process completed	SECURE DISPOSAL

5.2 Head Teacher and Senior Management Team

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
5.2.1	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
5.2.2	Minutes of Senior Management Team meetings and 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
5.2.3	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
5.2.4	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

5.2 Head Teacher and Senior Management Team					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
5.2.5	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
5.2.6	Professional Development Plans	Yes		Life of the plan + 6 years	SECURE DISPOSAL

5.3 Operational Administration					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
5.3.1	Management of complaints	Yes		Date complaint resolved + 3 years	SECURE DISPOSAL
5.3.2	Records relating to the management of contracts with external providers	No		Date of last payment on contract + 6 years	SECURE DISPOSAL
5.3.3	Records relating to the management of software licences	No		Date licence expires + 6 years	SECURE DISPOSAL

5.3 Operational Administration

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
5.3.4	General file series	No		Current year + 5 years then REVIEW	SECURE DISPOSAL
5.3.5	Records relating to the creation and publication of the school brochure or prospectus	No		Current year + 3 years	STANDARD DISPOSAL
5.3.6	Records relating to the creation and distribution of circulars to staff, parents or pupils	No		Current year + 1 year	STANDARD DISPOSAL
5.3.7	Newsletters and other items with a short operational use	No		Current year + 1 year	STANDARD DISPOSAL
5.3.8	Visitors' books and signing in sheets	Yes		Current year + 6 years then REVIEW	SECURE DISPOSAL
5.3.9	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

This section covers the management of buildings and property.

6.1 Property Management					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
6.1.1	Title deeds of properties belonging to the school	No		These should follow the property, unless the property has been registered with the Land Registry	
6.1.2	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	
6.1.3	Leases of property leased by or to the school	No		Expiry of lease + 6 years	SECURE DISPOSAL
6.1.4	Records relating to the letting of school premises	No		Current financial year + 6 years	SECURE DISPOSAL
6.1.5	Business continuity and disaster recovery plans	No		Date the plan superseded + 3 years	SECURE DISPOSAL

6.2 Maintenance

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
6.2.1	All records relating to the maintenance of the school carried out by contractors	No		Current year + 6 years	SECURE DISPOSAL
6.2.2	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

6.3 Fleet Management

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
6.3.1	The process of acquisition and disposal of vehicles through lease or purchase, e.g., contracts/leases, quotes, approvals	N	Limitation Act 1980 (Section 2)	Disposal of the vehicle + 6 years	SECURE DISPOSAL

6.3 Fleet Management					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
4.3.2	The process of managing allocation and maintenance of vehicles, e.g., lists of who was driving the vehicles and when, maintenance	N	Limitation Act 1980 (Section 2)	Disposal of the vehicle + 6 years	SECURE DISPOSAL
4.3.3	Service logs and vehicle logs	N	Limitation Act 1980 (Section 2)	Life of the vehicle, then either to be retained for 6 years by school or to be returned to lease company	SECURE DISPOSAL
4.3.4	GPS tracking data relating to the vehicles	N	Limitation Act 1980 (Section 2)	Date of journey + 6 years	SECURE DISPOSAL

7. 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.

7.1 Pupil's Educational Record

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
7.1.1	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		
	<ul style="list-style-type: none"> Primary 			Retain whilst the child remains at the primary school	<p>The file should follow the pupil when they leave the primary school. This will include:</p> <ul style="list-style-type: none"> To another primary school To a secondary school To a pupil referral unit <p>If the pupil dies whilst at primary school, the file should be returned to the LA to be retained for the statutory retention period.</p> <p>If the pupil transfers to an independent school, transfers to home schooling or leaves the country, the file should be returned to the LA to be retained for the statutory retention period.</p> <p>Primary schools do not ordinarily have sufficient</p>

7.1 Pupil's Educational Record

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
					storage space to store records for pupils who have not transferred in the normal way. It makes more sense to transfer the record to the LA, as it is more likely that the pupil will request the record from the LA
	<ul style="list-style-type: none"> Secondary 		Limitation Act 1980 (Section 2)	Date of birth of the pupil + 25 years	SECURE DISPOSAL
7.1.2	Records relating to the management of exclusions	Yes		Date of birth of the pupil involved + 25 years	SECURE DISPOSAL
7.1.3	Management of examination registrations	Yes		The examination board will usually mandate how long these records need to be retained	
7.1.4	Examination results – pupil copies	Yes			

7.1 Pupil's Educational Record

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
	<ul style="list-style-type: none"> Public 			This information should be added to the pupil file	All uncollected certificates should be returned to the examination board
	<ul style="list-style-type: none"> Internal 			This information should be added to the pupil file	
7.1.5	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

7.1 Pupil's Educational Record

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
7.1.6	Child protection information held in separate files	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”	Date of birth 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 LA 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.

7.2 Attendance

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
7.2.1	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 3 years after the date on which the entry was made	SECURE DISPOSAL
7.2.2	Correspondence relating to authorised absence		Education Act 1996 Section 7	Current academic year + 2 years	SECURE DISPOSAL



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7.3 Special Educational Needs

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
7.3.1	Special Educational Needs files, reviews and Individual Education Plans	Yes	Limitation Act 1980 (Section 2)	Date of birth of the pupil + 25 years	<p>REVIEW</p> <p>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 in order 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 – this should be documented</p>
7.3.2	Statement maintained under section 234 of the Education Act 1990 and any amendments made to the statement	Yes	<p>Education Act 1996</p> <p>Special Educational Needs and Disability Act 2001 Section 1</p>	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

7.3 Special Educational Needs

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
7.3.3	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
7.3.4	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

8.1 Statistics and Management Information

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
8.1.1	Curriculum returns	No		Current year + 3 years	SECURE DISPOSAL
8.1.2	Examination results (schools copy)	Yes		Current year + 6 years	SECURE DISPOSAL
	SATs records –	Yes			
	<ul style="list-style-type: none"> Results 			<p>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</p> <p>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</p>	SECURE DISPOSAL
	<ul style="list-style-type: none"> Examination papers 			The examination papers should be kept until any appeals/validation process is complete	SECURE DISPOSAL
8.1.3	Published Admission Number (PAN) reports	Yes		Current year + 6 years	SECURE DISPOSAL

8.1 Statistics and Management Information

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
8.1.4	Value added and contextual data	Yes		Current year + 6 years	SECURE DISPOSAL
8.1.5	Self-evaluation forms	Yes		Current year + 6 years	SECURE DISPOSAL



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8.2 Implementation of Curriculum

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
8.2.1	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
8.2.2	Timetable	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
8.2.3	Class record books	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
8.2.4	Mark books	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
8.2.5	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 further retention period, or, SECURE DISPOSAL

8.2 Implementation of Curriculum

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
8.2.6	Pupils' work	No		Where possible, 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

9.1 Educational Visits outside the Classroom

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
9.1.1	Records created by schools in order to obtain approval to run an educational visit outside the classroom – Primary 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 + 14 years	SECURE DISPOSAL

9.1 Educational Visits outside the Classroom					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
9.1.2	Records created by schools in order 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
9.1.3	Parental consent forms for school trips where there has been no major incident ⁴	Yes		Conclusion of the trip	Although the consent forms could be retained for date of birth + 25 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

9.1 Educational Visits outside the Classroom

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
9.1.4	Parental permission slips for school trips – where there has been a major incident	Yes	Limitation Act 1980 (Section 2)	<p>Date of birth of the pupil involved in the incident + 25 years</p> <p>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</p>	
9.1.5	Records relating to residential trips	Yes		Date of birth of youngest pupil involved + 25 years	SECURE DISPOSAL

9.2 Walking Bus

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
9.2.1	Walking bus registers	Yes		<p>Date of register + 3 years.</p> <p>This takes into account the fact that, if there is an incident requiring an accident report, the register will be submitted with the accident report and kept for the period of time required for accident reporting</p>	<p>SECURE DISPOSAL</p> <p>[If these records are retained electronically any back up copies should be destroyed at the same time]</p>



10. Central Government and Local Authority (LA)

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

10.1 Local Authority					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
10.1.1	Secondary transfer sheets (Primary)	Yes		Current year + 2 years	SECURE DISPOSAL
10.1.2	Attendance returns	Yes		Current year + 1 year	SECURE DISPOSAL
10.1.3	School census returns	No		Current year + 5 years	SECURE DISPOSAL

10.2 Central Government					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
10.2.1	OFSTED reports and papers	No		Life of the report then REVIEW	SECURE DISPOSAL
10.2.2	Returns made to central government	No		Current year + 6 years	SECURE DISPOSAL
10.2.3	Circulars and other information sent from central government	No		Operational use	SECURE DISPOSAL

11.1 Charity Governance (relevant to central office only)					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
11.1.1	Governance Statement	No		Life of governance statement + 6 years	SECURE DISPOSAL

11.1 Charity Governance (relevant to central office only)

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
11.1.2	Articles of Association	No		Life of the Academy	
11.1.3	Memorandum of Association	No		This can be disposed of once the Academy has been incorporated	SECURE DISPOSAL
11.1.4	Memorandum of Understanding of Shared Governance among Schools	No	<i>Companies Act 2006 section 355</i>	Life of Memorandum of Understanding + 6 years	SECURE DISPOSAL
11.1.5	Constitution	No		Life of the Academy	
11.1.6	Special Resolutions to amend the Constitution	No		Life of the Academy	
11.1.7	Written Scheme of Delegation	No	<i>Companies Act 2006 section 355</i>	Life of Written Scheme of Delegation + 10 years	SECURE DISPOSAL

11.1 Charity Governance (relevant to central office only)

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
11.1.8	Directors – Appointment	No		Life of appointment + 6 years	SECURE DISPOSAL
11.1.9	Directors – Disqualification	No	Company Directors Disqualification Act 1986	Date of disqualification + 15 years	SECURE DISPOSAL
11.1.10	Directors – Termination of Office	No		Date of termination + 6 years	SECURE DISPOSAL
11.1.11	Annual Report – Trustees Report	No	<i>Companies Act 2006 section 355</i>	Date of report + 10 years	SECURE DISPOSAL
11.1.12	Annual Report and Accounts	No	<i>Companies Act 2006 section 355</i>	Date of report + 10 years	SECURE DISPOSAL
11.1.13	Annual Return	No	<i>Companies Act 2006 section 355</i>	Date of report + 10 years	SECURE DISPOSAL

11.1 Charity Governance (relevant to central office only)

	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
11.1.14	Appointment of Trustees and Governors and Directors	Yes		Life of appointment + 6 years	SECURE DISPOSAL
11.1.15	Statement of Trustees Responsibilities	No		Life of appointment + 6 years	SECURE DISPOSAL
11.1.16	Appointment and removal of Members	No		Life of appointment + 6 years	SECURE DISPOSAL
11.1.17	Strategic Review	No		Date of the review + 6 years	SECURE DISPOSAL
11.1.18	Strategic Plan [also known as School Development Plans]	No		Life of plan + 6 years	SECURE DISPOSAL
11.1.19	Accessibility Plan	There may be if the plan refers to specific pupils	Limitation Act 1980 (Section 2)	Life of plan + 6 years	SECURE DISPOSAL

11.2 Board of Directors and Members Meetings					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
	Board of Directors				
11.2.1	Board Meeting Minutes	Could be if the minutes refer to living individuals	Companies Act 2006 section 248	Minutes must be kept for at least 10 years from the date of the meeting	OFFER TO ARCHIVES
11.2.2	Board Decisions	Could be if the decisions refer to living individuals		Date of the meeting + a minimum of 10 years	OFFER TO ARCHIVES
11.2.3	Board Meeting: Annual Schedule of Business	No		Current year	SECURE DISPOSAL
11.2.4	Board Meeting: Procedures for conduct of meeting	No	Limitation Act 1980 (Section 2)	Date procedures superseded + 6 years	SECURE DISPOSAL
	Committees				
11.2.5	Minutes relating to any committees set up by the Board of Directors	Could be if the minutes refer to living individuals		Date of the meeting + a minimum of 10 years	OFFER TO ARCHIVES

11.2 Board of Directors and Members Meetings					
	Basic file description	Data Protection Issues	Statutory Provisions	Retention Period [Operational]	Action at end of administrative life of the record
	General Members' Meeting				
11.2.6	Records relating to the management of General Members' Meetings	Could be if the minutes refer to living individuals	Companies Act 2006 section 248	Minutes must be kept for at least 10 years from the date of the meeting ⁵	OFFER TO ARCHIVES
11.2.7	Records relating to the management of the Annual General Meeting	Could be if the minutes refer to living individuals	Companies Act 2006 section 248	Minutes must be kept for at least 10 years from the date of the meeting	OFFER TO ARCHIVES

1.2 Statutory Registers					
	Statutory Registers				
11.2.15	Register of Directors		Companies Act 2006	Life of the Academy + 6 years	SECURE DISPOSAL
11.2.16	Register of Directors' interests [this is not a statutory register]			Life of the Academy + 6 years	SECURE DISPOSAL

11.2.17	Register of Directors' residential addresses		Companies Act 2006	Life of the Academy + 6 years	SECURE DISPOSAL
11.2.18	Register of gifts, hospitality and entertainments		Companies Act 2006	Life of the Academy + 6 years	SECURE DISPOSAL
11.2.19	Register of members		Companies Act 2006	Life of the Academy + 6 years	SECURE DISPOSAL
11.2.20	Register of secretaries		Companies Act 2006	Life of the Academy + 6 years	SECURE DISPOSAL
11.2.21	Register of Trustees interests			Life of the Academy + 6 years	SECURE DISPOSAL
11.2.22	Declaration of Interests Statements LGB Members [this is not a statutory register]			Life of the Academy + 6 years	SECURE DISPOSAL



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Owner	Maurice Trotman
Department responsible	School Business Manager
United Learning	Academy
Reviewed	Annually
Date Authorised	January, 2026
Review Date	January, 2027



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