



# **HARMONIZE ACADEMY**

## **DOCUMENT RETENTION AND DISPOSAL GUIDELINES**

<b>POLICY WRITTEN BY:</b>	<b>PRINCIPAL</b>
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**Trust, Respect, Compassion, Forgiveness**

**To be read in conjunction with the following:**

- Data Protection/GDPR Policy

## **Information and Records Management Society Retention Guidelines for Schools**

This retention schedule contains recommended retention periods for the different record series created and maintained by schools in the course of their business. **The schedule refers to all information regardless of the media in which it is stored.**

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 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.

This schedule should be reviewed on a regular basis.

Further guidance is available at:

<https://www.gov.uk/government/publications/record-keeping-and-retention-information-for-academies/record-keeping-and-retention-information-for-academies-and-academy-trusts>

## Introduction

In the course of carrying out its various functions and activities, **Harmonize Academy AP Free School** collects information from students, parent/carers and external organisations; generating a wide range of data and information which is recorded.

These records can take many different forms, including:

- Students' Records
- Letters received from Parent/Carers/third parties
- File attendance notes
- Minutes
- Completed application forms
- Financial records
- Child Protection files
- Admission Registers
- e-mail communications (and any attachments)
- Photographs

Many of the above can be retained as 'hard' paper records or in electronic form. Retention of specific documents may be necessary to:

- Fulfil statutory or other regulatory requirements
- Evidence events and agreements in the case of disputes
- Meet operational needs
- Ensure the preservation of documents of historic or other value

The untimely destruction of documents could cause the school:

- Difficulty in defending litigious claims
- Operational problems
- Embarrassment
- Failure to comply with the Freedom of Information or Data Protection Acts

Conversely, the permanent retention of all documents is undesirable, and appropriate disposal is to be encouraged for the following reasons:

- There is a shortage of new storage space
- Disposal of existing documents can free up space for more productive activities
- Indefinite retention of personal data may be unlawful
- Reduction of fire risk (in the case of paper records)
- There is evidence that the de-cluttering of office accommodation can be psychologically beneficial for many workers

## **Safe disposal of records which have reached the end of their administrative life**

All records containing personal information, or sensitive policy information should be made either unreadable or un-reconstructable.

- Paper records should be shredded using a cross-cutting shredder
- CDs / DVDs should be cut into pieces
- Hard Disks should be dismantled and sanded

Any other records should be bundled up and disposed of to a waste paper merchant or disposed of in other appropriate ways. Do not put records in with the regular waste or a skip unless there is no other alternative.

There are companies who can provide confidential waste bins and other services which can be purchased to ensure that records are disposed of in an appropriate way.

The shredding needs to be planned with specific dates and all records should be identified as to the date of destruction.

It is important to understand that if the records are recorded as to be destroyed but have not yet been destroyed and a request for the records has been received they **MUST** still be provided.

Where records are destroyed internally, the process must ensure that all records that are recorded are authorised to be destroyed by a Senior Manager and the destruction recorded. Records should be shredded as soon as the record has been documented as being destroyed.

**All disposals should be documented in the destruction log at Appendix 1.**

**Copies of all logs should be maintained.**

## **Transfer of records to the Archives**

Where records have been identified as being worthy of permanent preservation arrangements should be made to transfer the records to the County Archives Service. The school should contact the local record office if there is a requirement to permanently archive the records.

## **Legal Requirements**

### **Data Protection Act (DPA) 1998**

The Senior Management Team need to be aware that under the DPA personal data processed for any purpose must not be kept for any longer than is necessary for that purpose. In other words, retaining documents or records that contain personal data beyond the length of time necessary for the purpose for which that data was obtained is unlawful.

Principle 5 of the DPA states that “personal data processed for any purpose or purposes shall not be kept for longer than is necessary for that purpose or those purposes.”

### **General Data Protection Regulation (GDPR) 2018**

Under the GDPR data subjects have the right to have their data ‘erased’ in certain specified situations – in essence where the processing fails to satisfy the requirements of the GDPR. The right can be exercised against controllers, who must respond without undue delay.

### **The Freedom of Information Act (FOIA) 2000**

The Act requires the school to make information available to the public unless specific exemptions(s) apply. The Lord Chancellor’s Code of Practice on the Management of Records issued under Section 46 of the Freedom of Information Act 2000 sets out rules on how we should manage records and information, including responsibilities on all staff to implement records retention and disposal schedules.

### **The Goddard Enquiry 2015**

On 12 March 2015, the Home Secretary established a statutory inquiry under the 2005 Inquiries Act with the aim of conducting an overarching national review of the extent to which institutions in England and Wales have discharged their duty of care to protect children against sexual abuse.

On 15th July 2015, Justice Goddard wrote to every Chief Executive of a Local Authority in England and Wales, requesting that:

‘retain any and all documents; correspondence; notes; emails and all other information however held- which contain or may contain content pertaining directly or indirectly to the sexual abuse of children or to child protection and care. For the purposes of this appendix, the word “children” relates to any person under the age of 18.’

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1. Child Protection					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
1.1	Child Protection files	Yes	Education Act 2002, s175, related guidance "Keeping Children Safe in Education, September 2016"	DOB + 25 years <sup>1</sup>	SECURE DISPOSAL / DELETE
1.2	Allegation of a child protection nature against a member of staff, including where the allegation is unfounded	Yes	Employment Practices Code: Supplementary Guidance 2.13.1 (Records of Disciplinary and Grievance) Education Act 2002 guidance "Dealing with Allegations of Abuse against Teachers and Other Staff" November 2005	Until the person's normal retirement age, or 10 years from the date of the allegation whichever is the longer	SECURE DISPOSAL / DELETE

<sup>1</sup> This amendment has been made in consultation with the Safeguarding Children Group.

2. Governors					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
2.1	<b>Minutes</b>				
	• Principal set (signed)	No		Permanent	Retain in school for 6 years from date of meeting
	• Inspection copies	No		Date of meeting + 3 years	SECURE DISPOSAL / DELETE [If these minutes contain any sensitive personal information they should be shredded]
2.2	Agendas	No		Date of meeting	SECURE DISPOSAL / DELETE

2.3	Reports	No		Date of report + 6 years	Retain in school for 6 years from date of meeting
2.4	Annual Parent/Carers' meeting papers	No		Date of report + 6 years	Retain in school for 6 years from date of meeting
2.5	Instruments of Government	No		Permanent	Retain in school whilst school is open
2.6	Trusts and Endowments	No		Permanent	Retain in school whilst operationally required
2.7	Action Plans	No		Date of action plan + 3 years	SECURE DISPOSAL / DELETE
2.8	Policy documents	No		Expiry of policy	Retain in school whilst policy is operational (this includes if the expired policy is part of a past decision making process)
2.9	Complaints files	Yes		Date of resolution of complaint + 6 years	Retain in school for the first six years. Review for further retention in the case of contentious disputes. Routine complaints. SECURE DISPOSAL / DELETE
2.10	Annual Reports required by the Department for Education	No	Education (Governors' Annual Reports) (England) (Amendment) Regulations 2002. SI 2002 No 1171	Date of report + 10 years	Retain in the school for 10 years from the date of the last entry SECURE DISPOSAL / DELETE
2.11	Proposals for schools to change status	No		Current year + 3 years	Retain in the school for 3 years from the date of the last entry SECURE DISPOSAL / DELETE

3. Management					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
3.1	Log Books	Yes		Date of last entry in the book + 6 years	Retain in the school for 6 years from the date of the last entry
3.2	Minutes of the Senior Management Team and other internal administrative bodies	Yes		Yes Date of meeting + 5 years	Retain in the school for 5 years from meeting
3.3	Reports made by the Principal or the management team	Yes		Yes Date of report + 3 years	Retain in the school for 3 years from meeting
3.4	Records created by Principal, Vice Principal or Assistant Principals and other members of staff with administrative responsibilities	Yes		Closure of file +6 years	SECURE DISPOSAL / DELETE
3.5	Correspondence created by Principal, Vice Principal or Assistant Principals and other members of staff with administrative responsibilities	No		Date of correspondence + 3 years	SECURE DISPOSAL / DELETE
3.6	Professional development plans	Yes		Closure + 6 years	SECURE DISPOSAL / DELETE
3.7	School development plans	Yes		Closure + 6 years	Review
3.8	Admissions - if the admission is successful	Yes		Admission + 1 year	SECURE DISPOSAL / DELETE
3.9	Admissions - if the appeal is unsuccessful	Yes		Resolution of case + 1 year	SECURE DISPOSAL / DELETE
3.10	Admissions - Secondary Schools - Casual	Yes		Current year + 1year	SECURE DISPOSAL / DELETE
3.11	Proofs of address supplied by Parent/Carers as part of the admissions process	Yes		Current year + 1year	SECURE DISPOSAL / DELETE

4. Students					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
4.1	Admission Registers	Yes		Date of last entry in the book (or file) + 6 years Reconsider Retention Period. Feedback from Teaching Relative was thought to be 7 Year Retention. These records are no longer generated in paper but electronically held using SIMS BROCON software.	Retain in the school for 6 years from the date of the last entry then consider transfer to the Archives
4.2	Attendance registers	Yes		Date of register + 3 years	SECURE DISPOSAL / DELETE [If these records are retained electronically any backup copies should be destroyed at same time]
4.3	<b>Student Files Retained in Schools</b>	Yes			
4.3a	• Secondary	Yes	Limitation Act 1980	DOB of the Student + 25 years <sup>3</sup>	SECURE DISPOSAL / DELETE
4.4	<b>Student files</b>	Yes			
4.4a	• Secondary	Yes	Limitation Act 1980	DOB of the Student + 25 years <sup>4</sup>	SECURE DISPOSAL / DELETE

4.5	Special Educational Needs files, reviews and Individual Education Plans	Yes		<p>DOB of the Student + 25 years the review</p> <p><b>NOTE:</b> This retention period is the minimum period that any Student 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.</p>	SECURE DISPOSAL / DELETE
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<sup>3</sup> If these records are retained on the Student file or in their National Record of Achievement they need only to be kept for as long as operationally necessary.

<sup>4</sup> As above

4. Students					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
4.6	Correspondence Relating to Authorised Absence and Issues	No		Date of absence + 2 years	SECURE DISPOSAL / DELETE
4.7	<b>Examination results</b>	Yes			
4.7a	• Public	No		Year of examinations + 6 years	SECURE DISPOSAL / DELETE
4.7b	• Internal examination results	Yes		Current year + 5 years <sup>5</sup>	SECURE DISPOSAL / DELETE
4.8	Any other records created in the course of contact with Students	Yes/No		Current year +3 years	Review at the end of 3 years and either allocate a further retention period or SECURE DISPOSAL / DELETE
4.9	Statement / EHCP maintained under The Education Act 1996 – Section 324	Yes	Special Educational Needs and Disability Act 2001 Section1	DOB + 30 years	SECURE DISPOSAL / DELETE unless legal action is pending
4.10	Proposed statement / EHCP or amended statement / EHCP	Yes	Special Educational Needs and Disability Act 2001 Section 1	DOB + 30 years	SECURE DISPOSAL / DELETE unless legal action is pending
4.11	Advice and information to Parent/Carers regarding educational needs	Yes	Special Educational Needs and Disability Act 2001 Section 2	Closure + 12 years	SECURE DISPOSAL / DELETE unless legal action is pending
4.12	Accessibility Strategy	Yes	Special Educational Needs and Disability Act 2001 Section 14	Closure + 12 years	SECURE DISPOSAL / DELETE unless legal action is pending
4.13	Parent/Carer permission slips for school trips - where there has been no major incident	Yes		Conclusion of the trip	SECURE DISPOSAL / DELETE

<sup>5</sup> If these records are retained on the Student file or in their National Record of Achievement they need only be kept for as long as operationally necessary.

4. Students					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
4.14	Parent/Carer permission slips for school trips - where there has been a major incident	Yes	Limitation Act 1980	DOB of the Student involved in the incident + 25 years The permission slips for all Students on the trip need to be retained to show that the rules had been followed for all Students	SECURE DISPOSAL / DELETE
4.15	Records created by schools to obtain approval to run an Educational Visit outside the Classroom - Secondary Schools	No	3 part supplement to the Health & Safety of Students on Educational Visits (HASPEV) (1998).	Date of visit + 10 years	SECURE DISPOSAL / DELETE
4.16	Taxi Records	Yes		Date of record +3 years. This takes into account the fact that, if there is an incident requiring an accident report the record will be submitted with the accident report and kept for the period of time required for accident reporting	SECURE DISPOSAL / DELETE [If these records are retained electronically any backup copies should be destroyed at the same time]

5. Curriculum					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
5.1	School Development Plan	No		Current year + 6 years	SECURE DISPOSAL / DELETE
5.2	Curriculum returns	No		Current year + 3 years	SECURE DISPOSAL / DELETE
5.3	Schemes of work	No		Current year + 1 year	It may be appropriate to review these records at the end of each year and allocate a new retention period or SECURE DISPOSAL / DELETE
5.4	Timetable	No		Current year + 1 year	It may be appropriate to review these records at the end of each year and allocate a new retention period or SECURE DISPOSAL / DELETE
5.5	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 new retention period or SECURE DISPOSAL / DELETE
5.6	Mark Books	No		Current year + 1 year	It may be appropriate to review these records at the end of



					each year and allocate a new retention period or SECURE DISPOSAL / DELETE
5.7	Record of homework set	No		Current year +1 year	It may be appropriate to review these records at the end of each year and allocate a new retention period or SECURE DISPOSAL / DELETE
5.8	Students' work	No		Current year + 1 year	It may be appropriate to review these records at the end of each year and allocate a new retention period or SECURE DISPOSAL / DELETE
5.9	Examination results	Yes	Financial Regulations	Current year + 6 years	SECURE DISPOSAL / DELETE
5.10	SATS (KS2 Results)	Yes		Current year + 6 years	SECURE DISPOSAL / DELETE
5.11	PAN reports	Yes		Current year + 6 years	SECURE DISPOSAL / DELETE
5.12	Value Asses & Contextual Data	Yes		Current year + 6 years	SECURE DISPOSAL / DELETE
5.13	Self-Evaluation forms	Yes		Current year + 6 years	SECURE DISPOSAL / DELETE

## 6. Personnel Records held in Schools

	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
6.1	Timesheets, sick pay	Yes	Financial Regulations	Current year + 6 years	SECURE DISPOSAL / DELETE
6.2	Staff Personal files	Yes		Termination + 7 years	SECURE DISPOSAL / DELETE
6.3	Interview notes and recruitment records	Yes		Date of interview + 6 months	SECURE DISPOSAL / DELETE
6.4	Pre-employment vetting information (including DBS checks)	No	DBS guidelines	Date of check + 6 months	SECURE DISPOSAL / DELETE [by the designated member of staff]
6.5	<b>Disciplinary proceedings:</b>	Yes	Where the warning relates to child protection issues see 1.2. If the disciplinary proceedings relate to a child protection matter please contact your safeguarding children officer for further advice.		
6.5a	• oral warning	Yes		Date of warning + 6 months	SECURE DISPOSAL / DELETE <sup>6</sup>
6.5b	• written warning - level one	Yes		Date of warning + 6 months	SECURE DISPOSAL / DELETE
6.5c	• written warning - level two	Yes		Date of warning + 12 months	SECURE DISPOSAL / DELETE
6.5d	• final warning	Yes		Date of warning + 18 months	SECURE DISPOSAL / DELETE
6.5e	• case not found	Yes		If child protection related please see 1.2 otherwise SECURE DISPOSAL immediately at the	SECURE DISPOSAL / DELETE

				conclusion of the case	
6.6	Records relating to accident/injury at work	Yes		Date of incident + 12 years In the case of serious accident a further retention period will need to be applied	SECURE DISPOSAL / DELETE
6.7	Annual appraisal/ assessment records	No		Current year + 5 years	SECURE DISPOSAL / DELETE
6.8	Pay Slips	Yes	HMRC advise + 3 years	Last date of employment in current year + 6 years	SECURE DISPOSAL / DELETE
6.9	Maternity pay records	Yes	Statutory Maternity Pay (General) Regulations 1986 (SI 1986/1960), revised 1999 (SI 1999/567)	Current year + 3 years	SECURE DISPOSAL / DELETE
6.10	Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995	Yes		Current year + 6 years	SECURE DISPOSAL / DELETE
6.11	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.	

Comment: DBS Guidelines all falls under the heading of Data Recruitment Polices. Consideration needs to be applied to adding a separate category maybe.

7. Health and Safety					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
7.1	Accessibility Plans	Yes	Disability Discrimination Act	Current year + 6 years	SECURE DISPOSAL / DELETE
7.2	<b>Accident Reporting</b>	Yes	Social Security (Claims and Payments) Regulations 1979 Regulation 25. Social Security Administration Act 1992 Section 8. Limitation Act 1980		
7.2a	• Adults	Yes		Date of incident + 7 years	SECURE DISPOSAL / DELETE
7.2b	• Children	Yes		DOB of child + 25 years <sup>8</sup>	SECURE DISPOSAL / DELETE
7.3	COSHH	No		Current year + 10 years [where appropriate an additional retention period may be allocated]	SECURE DISPOSAL / DELETE
7.4	Incident reports	Yes		Current year + 20 years	SECURE DISPOSAL / DELETE
7.5	Policy Statements	No		Date of expiry + 1 year	SECURE DISPOSAL / DELETE
7.6	Risk Assessments	Yes		Current year + 3 years	SECURE DISPOSAL / DELETE
7.7	Process of monitoring of areas where employees and persons are likely to have become in contact with asbestos	No		Last action + 40 years	SECURE DISPOSAL / DELETE
7.8	Process of monitoring of areas where employees and persons are likely to have come in contact with radiation	No		Last action + 50 years	SECURE DISPOSAL / DELETE
7.9	Fire Precautions log books	No		Current year + 6 years	SECURE DISPOSAL / DELETE

<sup>8</sup> A child may make a claim for negligence for 7 years from their 18th birthday. To ensure that all records are kept until the Student reaches the age of 25 this retention period has been applied.

8. Administrative					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
8.1	Employer's Liability certificate	No		Closure of the school + 40 years	SECURE DISPOSAL / DELETE
8.2	Inventories of equipment & furniture	No		Current year + 6 years	SECURE DISPOSAL / DELETE
8.3	General file series	No		Current year + 5 years	Review to see whether a further retention period is required
8.4	School brochure or prospectus	No		Current year + 3 years	
8.5	Circulars (staff/Parent/Carers/Students)	No		Current year +1 year	SECURE DISPOSAL / DELETE
8.6	Newsletters, ephemera	No		Current year + 1 year	Review to see whether a further retention period is required
8.7	Visitors book	No		Current year + 2 years	Review to see whether a further retention period is required

9. Finance					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
9.1	Annual Accounts	No	Financial Regulations	Current year + 6 years	
9.2	Loans and grants	Yes	Financial Regulations	Date of last payment on loan + 12 years	Review to see whether a further retention period is required
9.3	<b>Contracts</b>				
9.3a	• under seal			Contract completion date + 12 years	SECURE DISPOSAL / DELETE
9.3b	• under signature			Contract completion date + 6 years	SECURE DISPOSAL / DELETE
9.3c	• monitoring records			Current year + 2 years	SECURE DISPOSAL / DELETE
9.4	Copy orders			Current year + 2 years	SECURE DISPOSAL / DELETE
9.5	Budget reports, budget monitoring etc.			Current year + 3 years	SECURE DISPOSAL / DELETE
9.6	Invoice, receipts and other records covered by the Financial Regulations	Yes	Financial Regulations	Current year + 6 years	SECURE DISPOSAL / DELETE
9.7	Annual Budget and background papers	No		Current year + 6 years	SECURE DISPOSAL / DELETE
9.8	Order books and requisitions	Yes		Current year + 6 years	SECURE DISPOSAL / DELETE
9.9	Delivery Documentation	No		Current year + 6 years	SECURE DISPOSAL / DELETE
9.10	Debtors' Records	Yes	Limitation Act 1980	Current year + 6 years	SECURE DISPOSAL / DELETE
9.11	School Fund-Chequebooks	No		Current year + 3 years	SECURE DISPOSAL / DELETE

9.12	School Fund-Paying in books	No		Current year + 6 years then review	SECURE DISPOSAL / DELETE
9.13	School Fund-Ledger	No		Current year + 6 years then review	SECURE DISPOSAL / DELETE
9.14	School Fund-Invoices	No		Current year + 6 years then review	SECURE DISPOSAL / DELETE
9.15	School Fund - Receipts	No		Current year + 6 years	SECURE DISPOSAL / DELETE
9.16	School Fund - Bank statements	No		Current year + 6 years then review	SECURE DISPOSAL / DELETE
9.17	School Fund-School Journey books	No		Current year + 6 years then review	SECURE DISPOSAL / DELETE
9.18	Student grant applications	No		Current year + 3 years	SECURE DISPOSAL / DELETE
9.19	Free school meals records	Yes		Current year + 6 years	SECURE DISPOSAL / DELETE
9.20	Petty cash books	No		Current year + 6 year	SECURE DISPOSAL / DELETE

10. Property					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
10.1	Title Deeds	No		Permanent	Permanent, these should follow the property unless the property has been registered at the Land Registry
10.2	Plans	No		Permanent	Retain in school whilst operational
10.3	Maintenance and contractors	No	Financial Regulations	Current year + 6 years	SECURE DISPOSAL / DELETE
10.4	Leases	N/A		Expiry of lease+ 6 years	SECURE DISPOSAL / DELETE
10.5	Lettings	N/A		Current year + 3 years	SECURE DISPOSAL / DELETE
10.6	Burglary, theft and vandalism report forms	No		Current year + 6 years	SECURE DISPOSAL / DELETE
10.7	Maintenance log books	No		Current year + 6 years	SECURE DISPOSAL / DELETE
10.8	Contractors' Reports	No		Current year + 6 years	SECURE DISPOSAL / DELETE



## 11. Local Authorities and other Referring Agencies

	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
11.1	Referral Forms, Commissioning Contracts, Transfer Forms	Yes		Current year + 2 years	SECURE DISPOSAL / DELETE
11.2	Attendance returns	Yes		Current year + 1 year	SECURE DISPOSAL / DELETE
11.3	Circulars from LA	No		Whilst required operationally	Review to see whether a further retention period is required

## 12. Department for Education

	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
12.1	HMI reports	No		These do not need to be kept any longer	
12.2	OFSTED reports and papers	No		Replace former report with any new inspection report	Review to see whether a further retention period is required
12.3	Returns	Yes		Current year + 6 years	SECURE DISPOSAL / DELETE
12.4	Circulars from Department for Education	No		Whilst operationally required	Review to see whether a further retention period is required

13. Career Connect					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
13.1	Service level agreements	No		Until superseded	SECURE DISPOSAL / DELETE
13.2	Work Experience agreement	Yes		DOB of child + 18 years	SECURE DISPOSAL / DELETE

14. School Meals					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
14.1	School Meals Summary Sheets	N		Current year + 3 years	SECURE DISPOSAL / DELETE

15. Family Liaison Officers and Education Welfare Officer					
	Basic file description	Data Protection Implications	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
15.1	EWO Records	Yes		Current year + 2 years then review	SECURE DISPOSAL / DELETE
15.2	Reports for outside agencies - where the report has been included on the case file created by the outside agency	Yes		Whilst the child is attending the school then destroy	SECURE DISPOSAL / DELETE
15.3	Referral forms	Yes		While the referral is current	SECURE DISPOSAL / DELETE
15.4	Contact data sheets	Yes		Current year then review, if contact is no longer active then destroy	SECURE DISPOSAL / DELETE
15.5	Contact database entries	Yes		Current year then review, if contact is no longer active then destroy	DELETE
15.6	Group Registers	Yes		Current year + 2 years	SECURE DISPOSAL / DELETE



## Appendix 1

### Record Destruction Form

Use this form for the destruction of records containing personal information. Print and retain a signed copy for your records

Department/Service area:		Contact:		Telephone/e-mail:	Date:
Record No/Title:	Brief Description:	Date Range:		Destruction Method  Please choose one of the following: Secure Shredding - Archives	
		From:	To:		
				Secure Shredding - Archives	
				Secure Shredding - Archives	
				Secure Shredding - Archives	
				Secure Shredding - Archives	
				Secure Shredding - Archives	
				Secure Shredding - Archives	
Approved By (name):		Position Title:		Signature:	