



CRAMLINGTON LEARNING VILLAGE

DATA RETENTION POLICY

Policy reviewed and adopted by Trustees	May 2022
Version	2021-2022
Approved By	Standards and Outcomes Committee
Date of next review	May 2023
Responsible Officer	Richard Majer, Data Manager

1. The purpose of the Data Retention Policy

The Data Retention policy lays down the length of time which the record needs to be retained and the action which should be taken when it is of no further administrative use.

Members of staff are expected to manage their current record keeping systems using the retention schedule and to take account of the different kinds of retention periods when they are creating new record keeping systems.

The retention schedule refers to all information, regardless of the media in which they are stored.

2. What to do with records once they have reached the end of their required retention period

2a Destruction of records

Where records have been identified for destruction they should be disposed of in an appropriate way. All paper-based records containing personal information, or sensitive policy information should be shredded before disposal. All electronic storage devices containing personal information, or sensitive policy information should be wiped before secure disposal.

2b 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 Archives.

2c Transfer of information to other media

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

1. Governors			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the Retention Period
Minutes		Permanent	Retain in school whilst school is open
Agendas		Retain one copy with master set of minutes. All other copies can be disposed of	DESTROY
Reports		Date of report + 6 years	DESTROY
Instruments of Government		Permanent	Retain in school whilst school is open
Trusts and Endowments		Permanent	Retain in school whilst operationally required
Action Plans		Life of action plan + 3 years	DESTROY
Policy documents		Expiry of policy	Retain in school whilst policy is operational (this includes if the expired policy is part of a past decision making process)
Complaints files		Date of resolution of complaint + 6 years. Review for further retention in the case of contentious disputes Destroy routine complaints	DESTROY
Reports required by the Department for Education		Date of report + 10 years	DESTROY

2. Management			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the Retention Period
Correspondence created by Co-Headteachers, Deputy Headteachers, heads of year and other members of staff with administrative responsibilities		Date of correspondence + 3 years	DESTROY
Professional development plans		6 years	DESTROY
School development plans		Life of plan + 3 years	DESTROY

3. Pupils			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the Retention Period
Admission Registers		Date of last entry in the book (or file) + 6 years	DESTROY
Attendance registers		Date of register + 3 years	DESTROY
Pupil record cards		DOB of the pupil + 25 years	DESTROY
Pupil files		DOB of the pupil + 25 years	DESTROY
Special Educational Needs files, reviews and Individual Education Plans		DOB of the pupil + 31 year	DESTROY
Letters authorising absence		Date of absence + 2 years	DESTROY
Examination results			
<ul style="list-style-type: none"> • <i>Public</i> 		Year of examinations + 6 years	DESTROY
<ul style="list-style-type: none"> • <i>Internal examination results</i> 		Current year + 5 years	DESTROY
Any other records created in the course of contact with pupils		Current year + 3 years. Review to see whether a further retention period is required	DESTROY after review
Statement maintained under The Education Act 1996 - Section 324	SEN and Disability Act	DOB + 30 years	DESTROY unless legal action is pending
Proposed statement or amended statement	SEN and Disability Act	DOB + 30 years	DESTROY unless legal action is pending
Advice and information to parents regarding educational needs	SEN and Disability Act	12 years	DESTROY unless legal action is pending
Accessibility Strategy	SEN and Disability Act	12 years	DESTROY unless legal action is pending

4. Curriculum			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the Retention Period
Curriculum development		Current year + 6 years	DESTROY
Curriculum returns		Current year + 3 years	DESTROY
School syllabus		Current year + 1 year	DESTROY
Schemes of work		Current year + 1 year	DESTROY
Timetable		Current year + 1 year	DESTROY
Class record books		Current year + 1 year	DESTROY
Examination results		Current year + 6 years	DESTROY

5. Personnel			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the Retention Period
Timesheets, sick pay		Current year + 6 years	DESTROY
Staff Personal files		Termination + 7 years	DESTROY
Interview notes and recruitment records		Date of interview + 6 months	DESTROY
Pre-employment vetting information (including CRB checks)	CRB guidelines	Date of check + 6 months	DESTROY
Disciplinary proceedings:			
• <i>Oral warning</i>		Date of warning + 6 months	DESTROY
• <i>written warning – letter of management advice</i>		Date of warning + 6 months	DESTROY
• <i>written warning</i>		Date of warning + 12 months	DESTROY
• <i>final warning</i>		Date of warning + 18 months	DESTROY
Records relating to accident/injury at work		Date of incident + 12 years. Review at the end of this period. In the case of serious accidents a further retention period will need to be applied	DESTROY after review
Annual appraisal/assessment records		Current year + 5 years	DESTROY
Maternity pay records	Statutory Maternity Pay Regulations	Current year, +3yrs	DESTROY
Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995		Current year + 6 years	DESTROY

6. Health and Safety			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the Retention Period
Accessibility Plans	Disability Discrimination Act	Current year + 6 years	DESTROY
Accident Reporting	Social Security Regulations		
• <i>Adults</i>		Current year + 3 years	DESTROY
• <i>Children</i>		DOB + 25 years	DESTROY
COSHH		Current year + 10 years then review	DESTROY after review

Incident reports		Current year + 20 years	DESTROY
Policy Statements		Date of expiry + 1 year	DESTROY
Risk Assessments		Current year + 3 years	DESTROY
Process of monitoring of areas where employees and persons are likely to have come in contact with asbestos		Last action + 40 years	DESTROY

6. Health and Safety			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the Retention Period
Process of monitoring of areas where employees and persons are likely to have come in contact with radiation		Last action + 50 years	DESTROY
Fire Precautions log books		Current year + 6 years	DESTROY

7. Administrative			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the Retention Period
Employer's Liability certificate		Permanent whilst the school is open	DESTROY once the school has closed
School brochure/prospectus		Current year + 3 years	DESTROY
Newsletters, ephemera		Current year + 1 year. Review to see whether a further retention period is required	DESTROY after review
Visitors' book		Current year + 2 years. Review to see whether a further retention period is required	DESTROY after review

8. Finance			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the Retention Period
Annual Accounts	Financial Regulations	Current year + 6 years	DESTROY
Loans and grants	Financial Regulations	Date of last payment on loan + 12 Years. Review to see whether a further retention period is required	DESTROY after review

Contracts		Contract completion date + 6 years	DESTROY
Copy orders		Current year + 2 years	DESTROY
Budget reports, budget monitoring etc		Current year + 3 years	DESTROY
Invoice, receipts and other records covered by the Financial Regulations	Financial Regulations	Current year + 6 years	DESTROY
Annual Budget and background papers		Current year + 6 years	DESTROY
Debtors' Records	Limitation Act	Current year + 6 years	DESTROY
Applications for free school meals, travel, uniforms etc		Whilst child at school	DESTROY
Student grant applications		Current year + 3 years	DESTROY
Free school meals registers	Financial Regulations	Current year + 6 years	DESTROY

8. Finance			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the Retention Period
Petty cash books	Financial Regulations	Current year + 6 years	DESTROY

9. Property			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the Retention Period
Title Deeds		Permanent	These should follow the property
Plans		Permanent	Retain in school whilst operational
Maintenance and contractors	Financial Regulations	Current year + 6 years	DESTROY
Leases		Expiry of lease + 6 years	DESTROY
Lettings		Current year + 3 years	DESTROY
Maintenance log books		Last entry + 10 years	DESTROY
Contractors' Reports		Current year + 6 years	DESTROY

10. DfES			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the Retention Period
OFSTED reports and papers		Replace former report with any new inspection report. Review to see whether a further	DESTROY after review

		retention period is required	
Returns		Current year + 6 years	DESTROY
Circulars from DfES		Whilst operationally required. Review to see whether a further retention period is required	DESTROY after review