

# School Records Management and Retention Policy

## Beech Hill School



**Approved by:**

Beech Hill LGB

**Date:** January 2023

**Last reviewed**

**on:** September 2022

**Next review due**

**by:** January 2025

The school recognises that by efficiently managing its records and reviewing retention, it will comply with its legal and regulatory obligations and contribute to the effective overall management of the school.

Records provide evidence for protecting legal rights and interests of the school as well as evidence for demonstrating performance, compliance and accountability. Record keeping is an essential part of the schools administrative function and this policy provides a framework through which this effective management and retention can be achieved and audited.

**This policy covers the following:**

- The scope of the policy;
- The responsibilities of the school and its staff;
- Pupil Record Management;
- Information Audits;
- Email Records;
- Retention;
- Safe Disposal of Records/Data;
- Appendix One – table of retention information

**1. Scope of the policy**

- 1.1 This policy applies to all records created, received or maintained by the 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 - see the retention schedule at Appendix 1 of this policy) 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 school's archives and for historical research. This will be done in liaison with the County Archives Service and will contain the minimum amount of personal data required in compliance with the GDPR and data protection laws currently in force.

**2. The Responsibilities of the School and its Staff**

- 2.1 The school has a responsibility to maintain its records and record keeping in 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 schools records management guidelines (also see the safe disposal or records/date section of this policy).
- 2.4 The data protection officer for the school will provide guidance on ensuring that the school complies with the General Data Protection Regulations (GDPR) and data protection laws in respect of the records and recording keeping and the retention and disposal referred to within this policy.

### **3. Relationship with existing policies**

- 3.1 This policy should be read in conjunction with the following:
  - 3.1.1 The Freedom of Information Policy;
  - 3.1.2 The Data Protection Policy;
  - 3.1.3 The Schools Privacy Notice

### **4. Pupil Record Management**

- 4.1 This part of the policy relates to the type of information which should be included in pupil records and sets out information about how pupil records should be managed and should be read in conjunction with the Data Protection Policy and the Privacy Notice.
- 4.2 The pupil record is the core record for charting the pupil's progression through the education system and should accompany the pupil to every school they attend. The information contained in the pupil record should be accurate and up-to-date.
- 4.3 The central pupil record is kept in electronic form in SIMS but other pupil records may be taken from this and stored in other locations (such as attendance records, registers, class lists etc...). Further details on this can be found in the Privacy Notice.
- 4.4 Pupils (and parents) have a right to see their educational record, please refer to the Privacy Notice for details on this.
- 4.5 Pupil records include information obtained from the admission form and local authority at the point the pupil enters school and includes personal, medical and any special educational needs information. The pupil record may also contain information regarding pupil attainment, annual written reports to parents and any information relating to exclusions (fixed or permanent).
- 4.6 Pupil records will be transferred to any new school which the pupil attends, this includes instances where the pupil moves to another primary school or where the pupil leaves primary school to join high school.
- 4.7 The school do not need to keep copies of any records in the pupil record once this has been transferred to a pupils new school, except if there is an ongoing

legal action when the pupil leaves the school. Custody of and responsibility for the records passes to the school the pupil transfers to.

- 4.8 Pupil records will be transferred to the new school electronically [by the schools to schools system].
- 4.9 The information which should be included on the pupil record and provided to the secondary school (or new primary school) can be found in the Information Management Toolkit for Schools.
- 4.10 The school which the pupil attended until statutory school leaving age is responsible for retaining the pupil record until the pupil reaches the age of 25 years.
- 4.11 The pupil record will be disposed of in accordance with the safe disposal of records/data section later in this policy.
- 4.12 If the school is requested to transfer a pupil's record outside the EEA because the pupil has moved into that area then we will do so in accordance with the data protection laws and will ensure that the country are compliant with GDPR prior to the transfer. If the institution outside the EEA are unable to show that they are compliant with the GDPR then the school will require parental consent to the transfer.
- 4.13 All pupil records are kept securely on an encrypted and password protected electronic system. Where paper copies of pupil records are held, these are kept securely in accordance with the Privacy Notice and Data Protection Policy.

## **5. Information Audits**

- 5.1 An information audit is a map of all of the personal data which is held by the school both electronically and in paper form. The information audit is designed to assist schools to know what information they hold, what legal basis they have for holding this information, where the information is held and what it is used for.
- 5.2 The information audit is an ongoing process that assists the school with managing the personal data they hold and ensuring compliance with the General Data Protection Regulations and data protection laws in force.
- 5.3 The school will regularly review and update the information audit and this will be monitored by the Data Protection Officer at least once per academic year.

## **6. Email Records**

- 6.1 Whilst emails may be used to send information, this should be done in compliance with the Data Protection Policy and any personal data should be sent via encrypted messaging to ensure compliance with the GDPR.
- 6.2 Emails should not be used as a means of recording and storing information; if information or attachments from the email are required to be stored or recorded then these should be saved in the appropriate place and then the email should be deleted.
- 6.3 Where it is necessary to keep the content of an email this should be done by saving the email in the .msg format and storing this in an appropriate place

electronically. The location for storage and the appropriate retention period will depend on the class of record the content of the email comes under e.g. pupil record, part of a contract, school financial information etc... Please refer to the retention information later in this policy.

## **7. Retention of Records and Personal Data**

- 7.1 In compliance with the Freedom of Information Act 2000 and the GDPR and Data Protection laws, the school keeps a retention schedule listing the records it keeps, the period of retention for each record and the action to be taken when it is of no further administrative use. The retention schedule can be found at Appendix One to this policy.
- 7.2 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.
- 7.3 Where appropriate the retention schedule should be reviewed and amended to include any new record series created and remove any obsolete record series. A review of the schedule should be carried out as and when these amendments are required and at least once per academic year.
- 7.4 The 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.
- 7.5 Some of the retention periods are governed by Statute whilst others follow the guidelines on best practice. Every effort has been made to ensure that these retention periods are compliant with the GDPR and Data Protection Laws.
- 7.6 If a record series are to be kept for longer or shorter periods than laid out in the retention schedule then the reasons for this need to be documented.

## **8. Safe Disposal of Records/Data:**

- 8.1 This policy relates to all types of records whether they are paper copies or electronically held.
- 8.2 The GDPR and data protection laws stipulate that personal data should not be held for longer than is necessary for the purpose(s) for which it was held.
- 8.3 The school must ensure that records that are no longer required for business use are reviewed as soon as possible so that only the appropriate records are destroyed. The school will review to determine whether records are to be selected for permanent preservation (if this is the case then the personal data contained therein should be kept to an absolute minimum), destroyed, converted into an electronic format or retained for research or litigating purposes.
- 8.4 All records containing personal information or sensitive policy information should be made either unreadable or unreconstructable.
  - 8.4.1 Paper records will be shredded using a cross-cutting shredder.
  - 8.4.2 All electronic records will be permanently deleted/destroyed.

- 8.5 The school will keep a list of records which have been destroyed and who authorized their destruction in line with the Freedom of Information Act 2000.
- 8.6 Where there is a need for permanent preservation of records the school should ensure that any personal data is kept to a minimum required for the preservation and that the arrangements should be made to transfer the records to the County Archives Service.
- 8.7 Where lengthy retention periods have been allocated to records, it may be appropriate to consider converting the paper records into electronic records for storage. If this is to be done then care should be taken to ensure that the school can prove that the electronic version is a genuine copy of the original.

**Appendix One:**

<b>Governors</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Minutes					
• <i>Principal set (signed)</i>	No		Permanent	Retain in school for 6 years from date of meeting.	Transfer to Archives if no space within school to store these beyond the six year period.
• <i>Inspection copies</i>	No		Date of meeting + 3 years	DESTROY [If these minutes contain any sensitive personal information they should be shredded]	
Agendas	No		Date of meeting – one copy should be retained with the principal set of minutes.	DESTROY	
Reports	No		Date of report + 6 years	Retain in school for 6 years from date of meeting. If the reports are referred to in the minutes then these reports should be kept permanently with the	Transfer to Archives if no space within school to store beyond the six years.

<b>Governors</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
				principal set of minutes.	
Instruments of Government	No		Permanent	Retain in school whilst school is open	Transfer to Archives when the school has closed.
Meeting papers relating to the annual parent's meeting.	No	Education Act 2002, Section 33.	Date of the meeting plus a minimum of 6 years.	DESTROY SECURELY	
Instruments of the Governing body including Articles of Association.	No		Permanently.	Retained in school whilst the school is open and then transfer to the Archives service when the school closes.	Transfer to Archives if the school closes.
Action plans created and administered by the Governing Body.	No		Life of the action plan + 3 years	Secure Disposal.	
Policies created and administered by the Governing Body.	No		Life of the policy + 3 years	Secure Disposal	

Next review Sep 2020

<b>Governors</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Records relating to complaints dealt with by the Governing Body.	Yes		Date of resolution of the complaint + a minimum of 6 years then review for further retention in case of contentious disputes.	Secure Disposal.	
Annual reports created under the requirements of the Education (Governor's Annual Reports) (England) (Amendment) Regulations 2002 SI 2002 No 1171	No	Education (Governor's Annual Reports) (England) (Amendment) Regulations 2002 SI 2002 No 1171	Date of report + 10 years	Secure Disposal	
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	

<b>Management</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Log Books of activity in the school maintained by the Head Teacher and SLT	Yes <sup>1</sup>		Date of last entry in the book + 6 years	Retain in the school for 6 years from the date of the last entry. These can be kept for historical purposes.	If you are unable to store these in school then you could Transfer to the Archives.
Minutes of the Senior Management Team meetings and the meetings of other internal administrative bodies.	Yes		Date of the meeting + 3 years then review.	Destroy Securely	
Reports created by the Head Teacher or the Management Team.	Yes		Date of the report + a minimum of 3 years then review	Destroy Securely	
Records created by head teachers and other members of staff with administrative responsibilities	Yes <sup>1</sup>		Current academic year + 6 years then review	DESTROY Securely If these records contain sensitive information they should be shredded	
Correspondence created by head teachers and other members of staff with administrative responsibilities	Yes		Date of correspondence + 3 years then review	DESTROY Securely If these records contain sensitive information they should be shredded	

<sup>1</sup> From January 1<sup>st</sup> 2005 subject access is permitted into unstructured filing systems and log books and other records created within the school containing details about the activities of individual pupils and members of staff will become subject to the Data Protection Act 1998.

<b>Management</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Professional development plans	Yes		Life of plan + 6 years	Destroy Securely	
School development plans	No		Life of plan + 3 years	Destroy Securely	You may wish to retain these for beyond 3 years to keep with the school historical records.

<b>Pupils</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
All records relating to the creation and implementation of the School Admissions' Policy	No	School Admissions Code	Life of the policy + 3 years then review	Destroy Securely	
Admissions – if the admission is successful	Yes	School Admissions Code	Date of admission + 1 year	Destroy Securely	

<b>Pupils</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Admissions – if the appeal is unsuccessful	Yes	School Admissions Code	Resolution of case + 1 year	Destroy Securely	
Admission Registers	Yes		Date of last entry in the book (or file) + 6 years	Retain in the school for 6 years from the date of the last entry.	Transfer to the Archives
Attendance registers	Yes		Date of entry on register + 3 years	Review DESTROY [If these records are retained electronically any back up copies should be destroyed at the same time]	You may keep a record of this for past pupil enquiries.

<b>Pupils</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Admissions Form	Yes		Current year + 1 year or review	Destroy Securely	Once the information is saved into SIMS the form should be kept for one year for reference purposes but you may choose to keep it for the length of the time the child is in school.
Pupil files	Yes		Retain for the time which the pupil remains at the primary school	Transfer to the secondary school (or other primary school) when the child leaves the school.  In the case of exclusion it may be appropriate to transfer the record to the Behaviour Service	

<b>Pupils</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Pupil's Educational Record	Yes	The Education (Public Information) (England) Regulations 2005 SI 2005 No. 1437	Retain whilst the child remains at the primary school.	The file should follow the pupil when the child leaves the primary school.	If the child transfers to an independent school, transfers to home schooling or leaves the country the file should be returned to the Local Authority to be retained for the statutory retention period.
Special Educational Needs files, reviews and Individual Education Plans	Yes	Limitation Act 1980, Section 2.	DOB of the pupil + 25 year <sup>2</sup>	DESTROY SECURELY - SHRED	Review – this is the minimum retention period, some authorities choose to keep for longer than this.
Letters authorising absence	No	Education Act 1996, Section 7	Date of absence + 2 years	DESTROY SECURELY - SHRED	
Examination results	Yes				

<sup>2</sup> As above

<b>Pupils</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
• <i>Public</i>	No		This information should be added to the pupil file	Transfer to the new school once the child moves (see information under pupil file section).	Any certificates left unclaimed should be returned to the appropriate Examination Board
• <i>Internal examination results</i>	Yes		The information should be added to the pupil file	Transfer to the new school once the child moves (see information under pupil file section).	As above.
Accessibility Strategy	Yes	Special Educational Needs and Disability Act 2001, Section 14	DOB + 25 years	DESTROY Securely unless legal action pending	

<b>Pupils</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Statement maintained under The Education Act 1996 - Section 324	Yes	Education Act 1996 Special Educational Needs and Disability Act 2001 Section 1	DOB + 25 years	DESTROY securely unless legal action is pending	
Proposed statement or amended statement	Yes	Special Educational Needs and Disability Act 2001 Section 1	DOB + 25 years	DESTROY securely unless legal action is pending	
Advice and information to parents regarding educational needs	Yes	Special Educational Needs and Disability Act 2001 Section 2	DOB + 25 years	DESTROY securely unless legal action is pending	

<b>Pupils</b>					
<b>Basic file description</b>		<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>
Child Protection information held on pupil file		Yes	Safeguarding legislation	Retained in line with the pupil file, it should be in a sealed envelope and retained for the same period of time as the pupil file.	DESTROY securely unless legal action is pending These must be shredded.
Child Protection information held in separate files		Yes	Safeguarding legislation	DOB of the child + 25 years then review.	DESTROY securely unless legal action pending These must be shredded.

<b>Curriculum</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Curriculum development	No		Current year + 6 years	DESTROY securely	

<b>Curriculum</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Curriculum returns	No		Current year + 3 years	DESTROY securely	
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 DESTROY	
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 DESTROY	
Class Record Books	No		Current year + 1 year	DESTROY Securely	
Mark books	No		Current year + 1 year	DESTROY Securely	
Record of homework set	No		Current year + 1 year	DESTROY Securely	
Pupils' work	No		Current year + 1 year	It may be appropriate to review these records at the end of each year and return home or allocate a new retention period or DESTROY	

<b>Curriculum</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Examinations Results (School's Copy)	Yes		Current year + 6 years	DESTROY securely	
SATS records results	Yes		In line with the pupil educational file or current year + 6 years	DESTROY Securely [These records should be shredded]	The pupil result should be recorded on the pupil file and kept in line with the pupil file retention period.  A composite record of all the whole year SATs results may be kept for the current year + 6 years.
SATS Examination Papers			The examination papers should be kept until any appeals/validation process is complete	DESTROY Securely.	

<b>Curriculum</b>					
<b>Basic file description</b>	<b>DPA Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Published Admission Number (PAN) Reports	Yes		Current year + 6 years	DESTROY Securely.	
Value added records and contextual data	Yes		Current year + 6 years	DESTROY securely [These records should be shredded]	
Self-evaluation forms	Yes		Current year + 6 years	DESTROY securely	

<b>Personnel</b>				
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>
All records leading up to the appointment of a new headteacher	Yes		Date of appointment + 6 years	DESTROY Securely

<b>Personnel</b>				
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>
All records leading up to the appointment of a new member of staff	Yes		<p>Date of appointment of unsuccessful candidate + 6 months</p> <p>Date of successful candidate – all relevant information should be added to the staff personnel file (see below) and all other information retained for 6 months</p>	

<b>Personnel</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Pre-employment vetting information (including DBS checks)	Yes	DBS guidance	Date of check + 6 months	DESTROY SECURELY [by the designates member of staff]	
Proof of identity collected as part of the process of checking 'portable' enhanced DBS disclosure.	Yes		If it is necessary then retain on the staff personnel file.		
Pre-employment vetting information – evidence proving the right to work	Yes	An employer's guide to right to work checks	These documents should be retained with the staff personnel file.		
Timesheets	Yes	Financial Regulations	Current year + 6 years	DESTROY Securely SHRED	

<b>Personnel</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Staff Personal files	Yes <sup>3</sup>	Limitation Act 1980 (Section 2)	Termination + 6 years	DESTROY Securely SHRED	
Interview notes and recruitment records	Yes		Date of interview + 6 months	DESTROY Securely SHRED	Add the records of successful candidates to their personnel file.
Allegation of a child protection nature against a member of staff including where the allegation is unfounded	Yes	Safeguarding legislation	Until the person's normal retirement age or 10 years from the date of the allegation (whichever is longer)	DESTROY Securely SHRED	
Disciplinary proceedings:	Yes				

<b>Personnel</b>				
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>
• <i>Oral warning</i>			Date of warning + 6 months	DESTROY Securely SHRED  If this is placed on a personal file, it must be weeded from the file.
• <i>written warning – level one</i>			Date of warning + 6 months	DESTROY Securely SHRED  If this is placed on a personal file, it must be weeded from the file.
• <i>written warning – level two</i>			Date of warning + 12 months	DESTROY Securely SHRED  If this is placed on a personal file, it must be weeded from the file.

Personnel				
Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
• <i>final warning</i>			Date of warning + 18 months	DESTROY Securely SHRED  If this is placed on a personal file, it must be weeded from the file.
• <i>case not found</i>			DESTROY immediately at the conclusion of the case	DESTROY Securely SHRED
Records relating to accident/injury at work	Yes		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
Annual appraisal/assessment records	Yes		Current year + 5 years	DESTROY Securely SHRED

<b>Personnel</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Salary cards	Yes		Last date of employment + 85 years	DESTROY Securely SHRED	
Maternity pay records	Yes	Statutory Maternity Pay (General) Regulations 1986 (SI 1986/1960), revised 1999 (SI 1999/567)	Current year, +3yrs	DESTROY Securely SHRED	
Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995	Yes		Current year + 6 years	DESTROY Securely SHRED	

<b>Health and Safety</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Accessibility Plans	No	Disability Discrimination Act	Current year + 6 years	DESTROY	
Health and Safety Policy	No		Life of policy + 3 Years	DESTROY Securely	
Health and Safety Risk Assessments	No		Life of risk assessment + 3 years	DESTROY Securely	
Records relating to accident/ injury at work	Yes		Date of incident + 12 years – In the case of a serious incident the retention period should be reviewed	DESTROY Securely	

<b>Health and Safety</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Accident Reporting		Social Security (Claims and Payments) Regulations 1979 Regulation 25. Social Security Administration Act 1992 Section 8. Limitation Act 1980			
• Adults	Yes		Date of Accident + 6 years	DESTROY Securely SHRED	
• Children	Yes		DOB + 25 years <sup>4</sup>	DESTROY Securely SHRED	
COSHH	No	Control of Substances Hazardous to Health Regulations 2002. SI 2002 No 2677 Regulation 11	Current year + 40 years	DESTROY Securely [where appropriate an additional retention period may be allocated]	
Incident reports	Yes		Current year + 20 years	SHRED	

<sup>4</sup> A child may make a claim for negligence for 7 years from their 18<sup>th</sup> birthday. To ensure that all records are kept until the pupil reaches the age of 25 this retention period has been applied.

<b>Health and Safety</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
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	DESTROY	
Process of monitoring of areas where employees and persons are likely to have become in contact with radiation.	No		Last action + 50 years	DESTROY Securely.	
Fire Precautions log books	No		Current year + 6 years	DESTROY	

<b>Administrative</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Employer's Liability certificate	No		Permanent whilst the school is open. Closure of school + 40 years	DESTROY Securely	
Inventories of equipment and furniture	No		Current year + 6 years	DESTROY Securely	
General file series			Current year + 5 years	Review to see whether a further retention period is required	DESTROY Securely
	No				
School brochure/prospectus	No		Current year + 3 years		STANDARD DISPOSAL
Circulars (staff/parents/pupils)	No		Current year + 1 year		STANDARD DISPOSAL
Newsletters	No		Current year + 1 year	Review to see whether a further retention period is required	STANDARD DISPOSAL

<b>Administrative</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Visitors' book and Signing in sheets	Yes		Current year + 6 years	Review to see whether a further retention period is required	DESTROY Securely
Records relating to the PTA or other such organization	No		Current year + 6 years then review	Review for further retention.	DESTROY Securely
<b>Finance</b>					
<b>Basic file description</b>		<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>
Annual Accounts		No	Financial Regulations	Current year + 6 years	STANDARD DISPOSAL

<b>Administrative</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Loans and grants managed by school	No	Financial Regulations	Date of last payment on loan + 12 years	Review to see whether a further retention period is required	DESTROY Securely
Contracts					
• under seal	Limitation Act 1980		Last payment on the contract date + 12 years	DESTROY Securely SHRED	
• under signature	Limitation Act 1980		Last payment date on contrac + 6 years	DESTROY Securely SHRED	
• monitoring records			Current year + 2 years	DESTROY Securely SHRED	

<b>Administrative</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Budget reports, budget monitoring etc	No		Life of the budget + 3 years	DESTROY Securely SHRED	
Invoice, receipts and other records covered by the Financial Regulations	No	Financial Regulations	Current year + 6 years	DESTROY Securely SHRED	
Annual Budget and background papers	No		Current year + 6 years	DESTORY Securely SHRED	
Order books and requisitions	No		Current year + 6 years	SHRED	
School Fund – Cheque books	No		Current year + 6 years	DESTROY Securely SHRED	
School Fund – Paying in books	No		Current year + 6 years	DESTROY Securely SHRED	
School Fund – Ledger	No		Current year + 6 years	DESTROY Securely SHRED	
School Fund – Invoices	No		Current year + 6 years	DESTROY Securely SHRED	

<b>Administrative</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
School Fund – Receipts	No		Current year + 6 years	DESTROY Securely SHRED	
School Fund – Bank statements	No		Current year + 6 years	DESTROY Securely SHRED	
Records relating to the collection and banking monies	No		Current financial year + 6 years	DESTROY Securely SHRED	
Records relating to the identification and collection of debt	No		Current financial year + 6 years	DESTROY Securely SHRED	
Free School Meals Registers	Yes		Current year + 6 years	DESTROY Securely	
School Meals Registers Yes		Current year + 6 years		DESTROY Securely.	
School Meals Summary Sheets		Current year + 3 years		DESTROY Securely.	

<b>Property</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Title deeds of properties belonging to the school	No		Permanent		
Plans of properties belonging to the school	No		Permanent	Retain in school whilst operational then passed on to any new owner.	DESTROY Securely
Maintenance and contractors		Financial Regulations	Current year + 6 years	DESTROY Securely	
Leases			Expiry of lease + 6 years	DESTROY Securely	
Lettings			Current year + 6 years	DESTROY Securely	
Burglary, theft and vandalism report forms			Current year + 6 years	DESTROY Securely SHRED	
Maintenance log books			Last entry + 6 years	DESTROY Securely Shred	
Contractors' Reports			Current year + 6 years	DESTROY Securely Shred	

**LEA**

<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period [operational]</b>	<b>Action at the end of the administrative life of the record</b>	
Secondary transfer sheets (Primary)	Yes		Current year + 2 years	DESTROY Securely SHRED	
Attendance returns	Yes		Current year + 1 year	DESTROY Securely SHRED	
School Census Returns	No		Current year + 5 years	DESTROY Securely SHRED	
Circulars and other information sent from the Local Authority	No		Operational use	DESTROY Securely SHRED	

DfE					
Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record	
HMI reports			These do not need to be kept any longer		
OFSTED reports and papers	No		Life of report then review	Review to see whether a further retention period is required	DESTROY Securely SHRED
Returns made to central government	No		Current year + 6 years	DESTROY Securely SHRED	
Circulars and other information sent from central government	No		Operational use	DESTROY Securely	

Educational Visits outside the classroom					
Basic file description	Data Prot Issues	Statutory Provisions	Retention Period (operational)	Action at the end of the administrative life of the record	
Records created by schools to obtain approval to run an Educational Visit outside the classroom	Yes		Date of visit + 14 years	DESTROY Securely	

Parental consent forms for school trips where there has been no major incident	Yes		Conclusion of the trip	DESTROY Securely	
Parental consent forms 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.		

<b>Walking bus</b>					
<b>Basic file description</b>	<b>Data Prot Issues</b>	<b>Statutory Provisions</b>	<b>Retention Period (Operational)</b>	<b>Action at the end of the administrative life of the record</b>	
Walking bus registers	Yes		Date of register + 3 years	DESTROY Securely	

<b>Family Liaison Officers and Home School Liaison Assistants</b>					
<b>Basic file description</b>	<b>Data prot issues</b>	<b>Statutory Provisions</b>	<b>Retention Period</b>	<b>Action at the end of the administrative life of the record</b>	
Day books	Yes		Current year + 2 years then review	DESTROY Securely	
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 and then destroy	DESTROY Securely	

Referral Forms	Yes		While the referral is current		
Contact data sheets	Yes		Current year then review, if contact is no longer active then destroy	DESTROY Securely	
Contact database entries	Yes		Current year then review, if contact is no longer active then destroy	DESTROY Securely	
Group Registers	Yes		Current year + 2 years	DESTROY Securely	