

**Cannon Park Primary School
RECORD RETENTION
SCHEDULE
January 2020
PRIMARY SCHOOL**

This retention schedule contains recommended retention periods for the different record series created and maintained by the schools Data Protection Officer. This schedule refers to all information regardless of the media in which it is stored (if records are retained electronically any backup copies should be destroyed at the same time). 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 General Data Protection Regulation 2016. Except for those that are governed by statute, if record series are to be kept for longer or shorter periods than laid out in this document, the reasons for this will be documented.

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
1. Child Protection				
1.1 Child Protection Files	Yes	Education Act 2002, s175, related guidance "Safeguarding Children in Education" September 2004.	Primary; retain while child remains in school then transfer. Review periodically if necessary to retain for a longer period of time (Independent Inquiry into Child Sexual Abuse).	SECURE DISPOSAL If the pupil decides to transfer to an independent school, home schooling, leaves the country or is missing in education the file should be kept by the school for DOB + 25 years.
1.2 Allegation of a child protection nature against a member of staff, including where the allegation is unfounded.	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.	Until the person's normal retirement age, or 10 years from the date of the allegation whichever is the longer. Details of allegations that are found to be malicious should be removed from child protection allegation records.	SECURE DISPOSAL- MUST BE SHREDDED

NB: 1 year means 1 academic year.

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
2. Governors and Governing Body				
2.1 Minutes	If dealing with confidential issues			SECURE DISPOSAL ¹
<ul style="list-style-type: none"> Principal's Set 			Permanent	If the school is unable to store these then they should be offered to a secure archive service.
<ul style="list-style-type: none"> Inspection minutes 			Date of meeting + 3 years	SECURE DISPOSAL

¹ To mean shred/put into confidential waste bins.

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2.2 Agendas	If dealing with confidential issues		One copy to be retained with master set of minutes. All other copies to be disposed of.	SECURE DISPOSAL
2.3 Reports	If containing confidential information about staff		Date of report + minimum 6 years or if minutes refer directly to individual reports then kept in existence with referenced report.	SECURE DISPOSAL or retain with signed set of minutes
2.4 Annual Parents meeting documents	Potential	S33 Education Act 2002	Date of meeting + minimum 6 years	SECURE DISPOSAL
2.5 Instruments of Government	No		Permanent	Retain while school remains open or archived with a secure archiving company.
2.6 Action Plans	No		Date of action plan + 3 years	SECURE DISPOSAL
2.7 Policy Documents	No		Retain in school whilst policy is operational	SECURE DISPOSAL or retain with signed set of minutes
2.8 Records relating to complaints dealt with by Governing body.	Yes	Limitation Act 1980	Date of resolution of complaint + 6 years then review in case of contentious disputes.	SECURE DISPOSAL
2.9 Annual Reports required by the Department for Education	No	Education (Governors' Annual Reports) (England)(Amendment)Regulations 2002.SI 2002 No 1171	One copy to be retained with master set of minutes. All other copies to be disposed of	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
3. Head Teacher and Senior Management Team				
3.1 Log Books maintained by Head Teacher	Yes if reference to individuals		Date of last entry in the book + minimum 6 years then review	SECURE DISPOSAL
3.2 Minutes of the Senior Management Team and other internal administrative bodies	Yes if reference to individuals		Date of meeting + 3 years then review	SECURE DISPOSAL
3.3 Reports made by the Head Teacher or the Management Team	Yes if reference to individuals		Date of report + minimum 6 years then review	SECURE DISPOSAL
3.4 4 Records created by head teachers, deputy head teachers, heads of year and other members of staff with administrative responsibilities	Yes if reference to individuals		Closure of file + 6 years	SECURE DISPOSAL
3.5 Correspondence created by head teachers, deputy head teachers, heads of year and other members of staff with administrative responsibilities	Yes if reference to individuals		Date of correspondence + 3 years then review	SECURE DISPOSAL

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3.6 Professional development plans	Yes		Life of the plan + 6 years	SECURE DISPOSAL
3.7 School development plans	No		Life of the plan + 3 years	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
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4. Admissions Process				
4.1 All records relating to the creation and implementation of the School Admissions Policy	No	School Admission Code Statutory Guidance for admission authorities, governing bodies, school adjudicators and admission appeals panels December 2014	Life of the Policy + 3 years then review	SECURE DISPOSAL
4.2 Admissions -if the admission is successful	Yes	School Admission Code Limitation Act	Date of admission + 1 year and added to pupil file	SECURE DISPOSAL
4.3 Admissions - if the appeal is unsuccessful	Yes	School Admission Code Statutory Guidance for admission authorities, governing bodies, school adjudicators and admission appeals panels December 2014	Resolution of case + 1 year	SECURE DISPOSAL
4.4 Registry of admissions	Yes	School attendance: School attendance guidance for maintained schools, academies, independent schools and local authorities November 2016.	Preserved for 3 years after entry	Schools must notify the local authority when a student's name is to be deleted from the admission register under regulation 8 of the Education (Student Registration) (England) Regulations 2006 SECURE DISPOSAL
4.5 Supplementary Information form including additional information such as religion, medical conditions etc.	Yes		End of student relationship + 1 year	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
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5. Pupils				
5.1 Admission Registers	Yes		Current year of last entry + 6 years	SECURE ARCHIVE UNTIL Date of Destruction
5.2 Attendance registers	Yes	School attendance: Departmental advice for maintained schools, academies, independent schools and local authorities 2016.	End of pupil relationship + 3 years Nb.Awaiting further instruction regarding SIMS deletion	SECURE DISPOSAL [If these records are retained electronically any backup copies should be destroyed at the same time]
5.3 Pupil's Education Record PRIMARY	Yes	Education (Pupil Information) (England) Regulations 2005 SI 2005 No. 1437	Paper File End of pupil relationship (Retain whilst the child remains at the school) The school keeps basic personal details in line with SIMS deletion schedule Retain if relevant to Part 1 of this Schedule. Electronic File End of pupil relationship + 3 academic years where this is necessary to retain electronic records	SECURE DISPOSAL This paper file should follow the pupil when he/she leaves the primary school: <ul style="list-style-type: none"> • To another primary school • To a secondary school • To a pupil referral unit • If the pupil dies whilst at primary school the file should be returned to the Local Authority and be retained for statutory retention. If the pupil decides to transfer to an independent school, home schooling or leaves the country, the file should be kept by the school for DOB + 25 years.
5.4 Special Educational Needs Files, review and Individual Education plans	Yes		Until end of pupil relationship	Passed onto secondary school. Electronic records may be stored for a period of 3 years.*****

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5.5 Correspondence Relating to Authorised Absence and Issues	No		Date of absence + 2 years; if kept on education record please refer to 5.3	SECURE DISPOSAL
5.6 Examination results				
5.6a. Public	No		This information should be added to pupil file; if kept on education record please refer to 5.3	Any uncollected reports including results to be transferred to pupil file
5.6b. Internal	Yes		This information should be added to pupil file; if kept on education record please refer to 5.3	If these records are retained on the pupil file or in their National Record of Achievement they need only be kept for as long as operationally necessary. SECURE DISPOSAL

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5.7 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.”	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
5.8 Child Protection Information held on 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.”	End of relationship with pupil on the understanding that the principal copy of this information will remain with Local Authority social services and another copy will go to the school the child attends.	SECURE DISPOSAL- these records must be shredded
5.10 Any other records created in the course of contact with pupils e.g. conduct/behaviour records.	Yes/No		Termination of relationship with student + 3 years if kept electronically on SIMS. Nb.Awaiting further instruction regarding SIMS deletion	Review if incident or passed to secondary/alternative school or SECURE DISPOSAL.
5.11 Student work	Yes		*****check with own SLT***** Archive?	SECURE DISPOSAL

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6. School Trips and Extra-curricular activities				
6.1 Parental permission slips for school trips - where there has been no major incident	Yes		Conclusion of the trip	Although the consent forms could be retained for DOB + 25 years, the requirement for them is low. Possible to archive.
6.2 Parental permission slips for school trips - where there has been a major incident	Yes	Limitation Act 1980	DOB of the pupil involved in the incident + 25 years The permission slips for all pupils on the trip need to be retained to show that the rules had been followed for all pupils	SECURE DISPOSAL
6.3 Records created by schools to obtain approval to run an Educational Visit outside the Classroom - Primary Schools	Yes	Limitation Act 1980	DOB of the pupil involved in the incident + 25 years The permission slips for all pupils on the trip need to be retained to show that the rules had been followed for all pupils	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
7. Special Educational Needs				
7.1 SEN files, reviews and individual educational plans	Yes	Limitation Act 1980	End of pupil relationship and passed to secondary school + 3 years where this is stored on SIMS.	Review Note: Some Local Authorities will keep SEN files for a longer period of time in case of a claim. Business risk analysis.
7.2 EHC Plans	Yes	Section 37 The Children and Families Act 2014	End of pupil relationship + 3 years if stored on school SIMS. Refer to 5.3	Review and SECURE DISPOSAL
7.3 Advice and information to parents regarding educational needs	Yes	Special Educational Needs and Disability Act 2001 Section 2	End of pupil relationship. Refer to 5.3	SECURE DISPOSAL unless subject to a legal hold
7.4 Accessibility Strategy	Yes	Special Educational Needs and Disability Act 2001 Section 14	End of pupil relationship. Refer to 5.3	SECURE DISPOSAL unless subject to a legal hold

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8. Curriculum				
8.1 Curriculum returns (expected outcomes for learning)	Yes		Current year + 3 years	SECURE DISPOSAL
8.2 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
8.3 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
8.4 Class record sheets	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
8.5 Mark Books/ Personalised Assessment Sheet	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
8.6 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

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8.7 work	Potentially		Current year + 1 year OR return to student at the end of the academic year where possible.	SECURE DISPOSAL
8.8 Examination Papers	Yes		Examination papers should be kept until any further appeal/validation process is complete.	SECURE DISPOSAL PSEUDONYMISATION
8.9 PAN Reports	Yes		Termination of pupil at primary school transferred to secondary.	SECURE DISPOSAL
8.10 Value added and contextual Data	Yes		Termination of pupil at primary school transferred to secondary.	SECURE DISPOSAL
8.11 Self Evaluation forms	Yes		Termination of pupil at primary school transferred to secondary.	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
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9. Recruitment				
9.1 All records leading up to the appointment of a new Head Teacher.	Yes		Date of Appointment + 6 years from retirement.*****	SECURE DISPOSAL
9.2 All records leading up to the new appointment of a new member of staff- unsuccessful candidate.	Yes		Date of appointment of successful candidate + 6 months	SECURE DISPOSAL
9.3 All records leading up to the new appointment of a new member of staff- successful candidate.	Yes		All relevant information to be added to staff personal file and all other info retained for 6 months	SECURE DISPOSAL
9.4 Interview notes and recruitment records.	Yes		All relevant information to be added to staff personal file and all other info retained for 6 months	SECURE DISPOSAL
9.5 Pre-employment vetting information - DBS checks.	Yes	DBS Update service Employer Guide June 2014: Keeping children safe in education July 2015 (Dept. Education s73, 74).	The school does NOT keep DBS certificates..	SECURE DISPOSAL
9.6 Pre-employment vetting information – Evidence proving the right to work in the UK.	Yes	An employer’s guide to right to work checks [Home Office June 2018]	Store on staff personal file for duration of their employment + minimum 2 years	SECURE DISPOSAL

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9.7 Proof of identity collected as part of the 'portable' enhanced DBS disclosure.	Yes		Where possible these should be checked and a note kept of what was seen and checked. If it is felt necessary to keep copy documentation then this should be placed on the member of staff's personal file.	SECURE DISPOSAL
9.8 Timesheets, sick pay	Yes		Current year + 6 years	SECURE DISPOSAL
9.9 Staff Personnel files	Yes	Limitation Act 1980 (section 2)	Date of termination + 6 years	SECURE DISPOSAL
9.10 Disciplinary proceedings:	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.			
9.10a oral warning	Yes		This information is kept on the staff personal file	SECURE DISPOSAL
9.10b written warning level 1	Yes			SECURE DISPOSAL
9.10c written warning level 2	Yes			SECURE DISPOSAL
9.10d final warning	Yes			SECURE DISPOSAL
9.10e case not found	Yes		If incident is child protection related see 1.2 otherwise dispose of at conclusion of the case.	SECURE DISPOSAL

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9.11 Records relating to accident/injury at work	Yes		Date of incident +6 years and kept on staff file then refer to personal file. In the case of serious accidents a further retention period will need to be applied ****Retained on Alcumus***	SECURE DISPOSAL
9.12 Annual appraisal/assessment records	Yes		As per personal file 9.9	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
10. Health and Safety				
10.1 Health and Safety Policy Statement	No		Life of Policy + 3 years	SECURE DISPOSAL
10.2 Accessibility Plans	No	Equality Act 2010	Current year + 6 years	SECURE DISPOSAL
10.3 Accident reporting:	Yes	Social Security (Claims and Payments) Regulations 1979 Regulation 25. Social Security Administration Act 1992 Section 8. Limitation Act 1980 JSP 375 Pt.2 Vol 1 (V1.0 Jan 16) Government Guidance		Retain copy of Health and Safety Policy published at the time of the accident with this file.
<ul style="list-style-type: none"> Adults 			Date of incident + 6 years*****check Alcumus*****	SECURE DISPOSAL
<ul style="list-style-type: none"> Children 			DOB + 25 years	SECURE DISPOSAL

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10.4 Control Of Substances Hazardous to Health COSHH	No	Control of substances Hazardous to Health Regulations 2002. SI 2002 No 2677 Regulation 11; Records kept under the 1994 and 1999 Regulations to be kept as if the 2002 regulations had not been made. Regulation 18(2).	Current year + 40 years	SECURE DISPOSAL
10.5 Risk Assessments and Personal Evacuation Plans	Potentially		Life of risk assessment + 3 years	SECURE DISPOSAL
10.6 Process of monitoring of areas where employees and persons are likely to have become in contact with asbestos.	No	Control of Asbestos at work Regulations 2012 SI 1012 No 632 Regulation 19.	Last action + 40 years	SECURE DISPOSAL
10.7 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
10.8 Emergency evacuation log books	No		Current year + 6 years	SECURE DISPOSAL
10.9 CCTV footage	Yes		Automatically destroyed after **** days unless investigation. End of investigation + review.	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
11. Administrative				
11.1 General Files series	No		Current year + 5 years then review	SECURE DISPOSAL
11.2 Records relating to the creation and publication of the school brochure or prospectus	No		Current year + 3 years then review	STANDARD DISPOSAL
11.3 Records of circulars to staff parents or pupils	No		Current year + 1 year then review	STANDARD DISPOSAL
11.4 Newsletters and items with short operational use	No		Current year + 1 year then review	STANDARD DISPOSAL
11.5 Visitors Books and Signing in sheets	Yes		Current year + 6 years then review	SECURE DISPOSAL
11.6 PTA/Old Pupils Associations – School Archive			Current year + 6 years then review	Review to see whether a further retention period is required

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
12. Asset management and Insurance				
12.1 Employer's Liability certificate	No		School Closure + 40 years Held by Coventry City Council	SECURE DISPOSAL
12.2 Inventories of equipment and furniture	No		Current year + 6 years Nb. Review in line with further FMS deletion guidance	SECURE DISPOSAL
12.3 Burglary, theft and vandalism report forms	No		Current year + 6 years	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
13. Finance				
13.1 Annual Accounts	No	Financial Regulations	Current year + 6 years	SECURE DISPOSAL
13.2 Loans and grants	Yes	Financial Regulations	Date of last payment on loan + 12 years then review	Review to see whether further retention is necessary
13.3 Contracts	No			
13.3a under seal	No	Limitation Act 1980	Last payment+ 12 years	SECURE DISPOSAL
13.3b under signature	No	Limitation Act 1980	Last payment + 6 years	SECURE DISPOSAL
13.3c monitoring records			Current year + 2 years	SECURE DISPOSAL

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13.4 Budget reports, budget monitoring, budget statements etc.	No		Life of budget + minimum 3 years	SECURE DISPOSAL
13.5 Invoice, receipts, other records covered by the Financial Regulations	No		Current financial year + 6 years Nb. Review in line with further FMS deletion guidance	SECURE DISPOSAL
13.6 Annual Budget and background papers	No		Current financial year + 6 years Nb. Review in line with further FMS deletion guidance	SECURE DISPOSAL
13.7 Order books and requisitions	No		Current financial year + 6 years Nb. Review in line with further FMS deletion guidance	SECURE DISPOSAL
13.8 Delivery Documentation	No		Current financial year + 6 years Nb. Review in line with further FMS deletion guidance	SECURE DISPOSAL
13.9 Debtors' Records, Collection and Banking monies	No	Limitation Act 1980	Current financial year + 6 years Nb. Review in line with further FMS deletion guidance	SECURE DISPOSAL
13.10 School Fund-Cheque books	No		Current year + 3 years	SECURE DISPOSAL

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13.11 School Fund-Paying in book	No		Current year + 6 years then review	SECURE DISPOSAL
13.12 School Fund - Ledger	No		Current year + 6 years then review Nb. Review in line with further FMS deletion guidance	SECURE DISPOSAL
13.13 School Fund - Invoices	No		Current year + 6 years then review Nb. Review in line with further FMS deletion guidance	SECURE DISPOSAL
13.14 School Fund - Receipts	No		Current year + 6 years Nb. Review in line with further FMS deletion guidance	SECURE DISPOSAL
13.15 School Fund - Bank statements	No		Current year + 6 years then review Nb. Review in line with further FMS deletion guidance	SECURE DISPOSAL
13.16 School Fund-School Journal books	No		Current year + 6 years then review Nb. Review in line with further FMS deletion guidance	SECURE DISPOSAL
13.17 Student grant applications	Yes		Current year + 3 years	SECURE DISPOSAL

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13.18 School meals summary sheet	No		Current year + 3 years	SECURE DISPOSAL
13.19 Petty cash books	No		Current year + 6 years	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
14. Property				
14.1 Title Deeds of property belonging to the school	No		Permanent- These should follow the property unless the property has been registered at the Land Registry. (Held by Local Authority)	
14.2 Plans of property belonging to the school	No		Permanent (Maybe held by Local Authority)	Retain in school whilst operational
14.3 Maintenance and contractor records	No		Current year + 6 years	SECURE DISPOSAL
14.4 Leases of property belonging to the school	No		Expiry of lease + 6 years	SECURE DISPOSAL
14.5 Record relating to the Lettings of school premises	No		Current financial year + 6 years	SECURE DISPOSAL
14.6 Maintenance log books	No		Current year + 6 years	SECURE DISPOSAL
14.7 Contractors' Reports	No		Current year + 6 years	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
15. Local Authority				
15.1 Secondary Admissions transfer sheets (Primary)	Yes		Current year	SECURE DISPOSAL
15.2 Attendance returns	Yes		Current year + 1 year if applicable	SECURE DISPOSAL
15.3 Circulars from Local Authority	No		Whilst required operationally then review	SECURE DISPOSAL
15.4 Census Returns	No		Operational Use	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
16. Central Government				
16.1 OFSTED reports and papers	No		Life of report then review	SECURE DISPOSAL
16.2 Returns	No		Current year + 6 years	SECURE DISPOSAL
16.3 Circulars from Department for Children, Schools and Families.	No		Operational Use	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
17. External agreements				
17.1 Service Level Agreements	Potential		Retained with financial returns current year +6/ Until superseded	SECURE DISPOSAL
17.2 Data sharing agreements	Potential		Until superseded	SECURE DISPOSAL

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Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
18. Attendance and Welfare				
18.1 Day Books	Yes		Current year + 2 years then review	SECURE DISPOSAL
18.2 Reports for outside agencies - where the report has been included on the case file created by the outside agency	Yes		Termination of student relationship	SECURE DISPOSAL
18.3 Referral forms	Yes		While the referral is current, may be transferred to pupil record, see 5.3	SECURE DISPOSAL
18.4 Contact data sheets	Yes		Current year then review, if contact is no longer active then destroy	SECURE DISPOSAL
18.5 Contact data base entries			Current year then review, if contact is no longer active then destroy	DELETE
18.6 Group Registers	Yes		Current year + 2 years	SECURE DISPOSAL

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19. Data Protection				
19.1 Subject Access Requests	Yes	Business need	If responded: current year + 2 years then review (May keep longer depending on request complexity/if supervisory authority involved)	Review + SECURE DISPOSAL
19.2 Freedom of Information Requests	No	Business need	Current academic year + 2 years	Review + DISPOSAL