



**Whitmore
Park**
Primary School

Record Retention Schedule

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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 Regulations 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 need to be documented.

1 year – means 1 academic year

Secure disposal – means to shred/put into confidential waste bins

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
1. Governors and Governing Body				
1.1. Minutes – Principal’s Set	If dealing with confidential issues		Permanent	If the school is unable to store these then they should be offered to a secure archive service.
1.2. Minutes – Inspection Set	If dealing with confidential issues		Date of meeting + 3 years	SECURE DISPOSAL
1.3. 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
1.4. 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
1.5. Annual Parents meeting documents	Potential	S33 Education Act 2002	Date of meeting + minimum 6 years	SECURE DISPOSAL
1.6. Instruments of Government	No		Permanent	Retain while school remains open or archived with a secure archiving company.

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
1.7. Trusts and Endowments	No		Permanent	Retain in school whilst operationally required or archived with a secure archiving company.
1.8. Action Plans	No		Date of action plan + 3 years	SECURE DISPOSAL
1.9. Policy Documents	No		Retain in school whilst policy is operational (this includes if the expired policy is part of a past decision making process)	SECURE DISPOSAL
1.10. 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
1.11. 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	SECURE DISPOSAL
1.12. Proposals for schools to become or be established as Specialist Status schools	No		Date proposal accepted or declined +3 years	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
2. Head Teacher and Senior Leadership Team				
2.1. Log Books maintained by Head Teacher	Yes if reference individuals		Date of last entry in the book + minimum 6 years then review	SECURE DISPOSAL
2.2. Minutes of the Senior Leadership Team and other internal administrative bodies	Yes if reference individuals		Date of meeting + 3 years then review	SECURE DISPOSAL
2.3. Reports made by the Head Teacher or the Senior Leadership Team	Yes if reference individuals		Date of report + minimum 6 years then review	SECURE DISPOSAL
2.4. Records created by head teachers, deputy head teachers, key stage leaders and other members of staff with administrative responsibilities	Yes if reference individuals		Closure of file + 6 years	SECURE DISPOSAL
2.5. Correspondence created by head teachers, heads of year and other members of staff with administrative responsibilities	Yes if reference individuals		Date of correspondence + 3 years then review	SECURE DISPOSAL
2.6. Professional development plans	Yes		Life of the plan + 6 years	SECURE DISPOSAL
2.7. School development plans	No		Life of the plan + 3 years	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
3. Admissions Process				
3.1. All records relating to the creation and implementation of the School Admissions Policy (including Nursery Admissions)	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
3.2. Admissions -if the admission is successful	Yes	School Admission Code Limitation Act	Date of admission + 1 year and added to pupil file	SECURE DISPOSAL
3.3. Admissions - if the appeal is unsuccessful (including Nursery)	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
3.4. Pre admission information obtained from child's current school	Yes		If child admitted will transfer to pupil file. If child not admitted information will be destroyed at the end of the academic year.	SECURE DISPOSAL
3.5. Registry of pupil admissions	Yes	School attendance: School attendance guidance for maintained schools, academies, independent schools and local authorities November 2016.	Recorded in SIMS Preserved for a minimum of 3 years after entry	Schools must notify the local authority when a pupil's name is to be deleted from the admission register under regulation 8 of the Education (Pupil Registration) (England) Regulations 2006 SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
4. Pupils				
4.1. Admission Registers monthly	Yes		Preserved for a minimum of 3 years after entry	Delete files - these records are retained electronically only.
4.2. Attendance registers	Yes	School attendance: Departmental advice for maintained schools, academies, independent schools and local authorities 2016.	Date of Register + 3 years	SECURE DISPOSAL
4.3. Pupil's Educational Record	Yes	Education (Pupil Information) (England) Regulations 2005 SI 2005 No. 1437	Retain whilst the child remains at the school OR If the pupil dies whilst at primary school, transfers to home schooling or leaves the country the file should be retained by the school for the DOB + 25 years	This 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 OR if retained for DOB + 25 years SECURE DISPOSAL
4.4. Supplementary Information form including additional information such as religion, medical conditions etc.	Yes		Store on pupil file (retention as for pupil's education record see 4.3)	

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
4.5. Correspondence relating to 5. Safeguarding, Attendance & Welfare	No		Date of absence + 2 years Retain whilst the child remains at the school	SECURE DISPOSAL This file should follow the pupil when he/she leaves the primary school:
Authorised Absence and Issues				
5.1. Child Protection Files	Yes	Education Act 2002, s175, related guidance "Safeguarding Children in Education" September 2004.	OR Centrally filed in HT office by class for academic year If the pupil dies whilst at primary school, transfers to home schooling or leaves the country the file should be retained by the school for the DOB + 25 years. Retain whilst the child remains at the school.	These records should be included in the pupil file when he/she leaves the primary school: • To a secondary school • To a pupil referral unit If there is an information request made regarding a pupil prior to them leaving, it would be reasonable and
4.6. Behaviour records	Yes			SECURE DISPOSAL
5.2. Reports for outside agencies - where the report has been included on the case file created by the outside agency	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."	Stored on Child Protection file and transferred or retained as in 5.1. If any records relating to child protection issues are placed on the pupil file, they should be in a specific opaque wallet and then retained for the same period of time as the pupil file.	SECURE DISPOSAL Keep on pupil file and retain if there is an incident in school e.g. relating to a staff member and a pupil. Otherwise these records should be included in the pupil file when he/she leaves the primary school (see section 4.3) or the pupil's general folder (see 4.7) and should follow the pupil when he/she leaves the primary school:
4.7. Safeguarding / Child Protection (books) Information held on pupil file	Yes Yes			
4.8. Concern sheets	Yes			
Record of staff transfer to primary or secondary school	Yes		Date of transfer + 3 years If the pupil dies whilst at primary school, transfers to home schooling or leaves the country the file should be retained by the school for the DOB + 25 years	• To another primary school • To a secondary school • To a pupil referral unit SECURE DISPOSAL OR if retained for DOB + 25 years SECURE DISPOSAL
5.5. Domestic Violence Alerts	Yes		Date of last entry + 25 years	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
5.6. Individual Health Plans (IHP)	Yes		Retain whilst the child remains at the school OR If the pupil dies whilst at primary school, transfers to home schooling or leaves the country the file should be retained by the school for the DOB + 25 years	This 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 OR if retained for DOB + 25 years SECURE DISPOSAL If there is an incident the school may retain a copy of the file.
5.7. 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 personnel records.	SECURE DISPOSAL
5.8. Contact data sheets	Yes		Current year then review, if contact is no longer active then destroy.	SECURE DISPOSAL
5.9. Contact data base entries	Yes		Current year then review, if contact is no longer active then destroy.	DELETE
5.10. Record of Child Protection file transfer to primary or secondary school	Yes		Date of transfer + 3 years	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
6. Extra-curricular activities				
6.1. Parental permission slips for school trips - where there has been no major incident	Yes		Conclusion of the trip – provided no major incident.	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. A copy of the Educational Visits Policy in use at the time of the incident must also be retained.	SECURE DISPOSAL
6.3. Records created by schools to obtain approval to run an Educational Visit outside the Classroom - Primary Schools	No	Outdoor Education Advisers' Panel National Guidance website http://oeapng.info specifically section 3 – "Legal Framework and Employer Systems" and Section 4 "Good Practice".	Date of visit + 14 years	SECURE DISPOSAL
6.4. Minibus Pickup registers	Yes		Date of register + 3 years. This takes into account the fact that if there is an incident requiring an accident report the register will be submitted with the accident report and kept for the period of time required for accident reporting.	SECURE DISPOSAL [Electronic back-ups to be destroyed at the same time]

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
7. Extra-curricular activities				
7.1. SEN files, reviews and individual educational plans	Yes	Limitation Act 1980	Retain whilst the child remains at the school OR If the pupil dies whilst at primary school, transfers to home schooling or leaves the country the file should be retained by the school for the DOB + 25 years	This 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 OR if retained for DOB + 25 years SECURE DISPOSAL <i>Note: Some Local Authorities will keep SEN files for a longer period of time in case of a claim. Business risk analysis.</i>
7.2. EHC plan maintained under The Education Act 1996 – Section 234	Yes	Education Act 1996 Special Educational Needs and Disability Act 2001 Section1	Retain whilst the child remains at the school	Same as 7.1 SEN files
7.3. Advice and information to parents regarding educational needs	Yes	Special Educational Needs and Disability Act 2001 Section 2	Retain whilst the child remains at the school	Same as 7.1 SEN files
7.4. Accessibility Strategy (Personal Emergency Evacuation Plan)	Yes	Special Educational Needs and Disability Act 2001 Section 14	Retain whilst the child remains at the school	Same as 7.1 SEN files
7.5. Record of pupil SEN file transfer to primary or secondary school	Yes		Date of transfer + 3 years	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
8. Curriculum				
8.1. Schemes of work	No		Current year + 1 year	It may be appropriate to review these records at the end of each year and allocate a new retention period or SECURE DISPOSAL
8.2. 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
8.3. Formative Assessment Sheets	Yes		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. Personalised Assessment Sheet	Yes		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 Electronic records (DCPro, 2Simple & GL Assessment) would also need to be destroyed at this point.

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
8.5. Pupils' work	Yes		Return to student at the end of the academic year where possible. OR Current year + 1 year	SECURE DISPOSAL
8.6. Examination results SATS records -	Yes		SATS Should be recorded on the pupil's educational file and will therefore be retained until the pupil reaches the age of 25 years. The school may wish to keep a composite record of the whole year SATs results.	These may be passed on to HE or FE. SECURE DISPOSAL
8.7. Examination Papers	Yes		Until collected by Royal Mail secure service.	These are collected for marking and not returned to the school
8.8. Value added and contextual Data	Yes		Current year + 6 years	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
9. Personnel				
9.1. All records leading up to the appointment of a new Head Teacher	Yes		Date of Appointment + 6 years	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		Date of interview + 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 receive the original DBS certificate.	n/a
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 August 2017]	Store on staff personal file for duration of their employment + 2 years minimum	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
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 for duration of their employment + 2 years minimum	SECURE DISPOSAL
9.8. Timesheets, sick pay	Yes		Current year + 6 years	SECURE DISPOSAL
9.9. Staff Personal 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 5.7. If the disciplinary proceedings relate to a child protection matter please contact your safeguarding children officer for further advice.	
Oral warning	Yes		Date of warning + 6 months minimum	SECURE DISPOSAL
Written warning level 1	Yes		Date of warning + 6 months minimum	SECURE DISPOSAL
Written warning level 2	Yes		Date of warning + 12months minimum	SECURE DISPOSAL
Final warning	Yes		Date of warning + 18 months minimum	SECURE DISPOSAL
Case not found	Yes		If incident is child protection related see 5.5 otherwise dispose of at conclusion of the case.	SECURE DISPOSAL
9.11. Annual appraisal / assessment records	Yes		Current year + 5 years	SECURE DISPOSAL

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.
Adults			Date of incident + 6 years	SECURE DISPOSAL
10.4. Records relating to accident/injury at work	Yes		Date of incident + 12 years In the case of serious accidents a further retention period will need to be applied	SECURE DISPOSAL
Children			DOB + 25 years	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
10.5. Control of Substances Hazardous to Health OSHH	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
10.6. Risk Assessments	No		Life of risk assessment + 3 years	SECURE DISPOSAL
10.7. Emergency Procedure log books	No		Current year + 6 years	SECURE DISPOSAL
10.8. CCTV footage	Yes		Automatically destroyed after 30 days unless investigation. End of investigation + review.	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
11. Administrative				
11.1. Records relating to the creation and publication of the school brochure or prospectus	No		Current year + 1 years	STANDARD DISPOSAL
11.2. Records of circulars to staff parents or pupils	No		Current year + 1 year	STANDARD DISPOSAL
11.3. Newsletters and items with short operational use	No		Current year + 1 year	STANDARD DISPOSAL
11.4. Visitors Books and Signing in sheets	Yes		Current year + 6 years then review	SECURE DISPOSAL

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 This is not held by the school, LA retain this.	SECURE DISPOSAL
12.2. Inventories of equipment and furniture	No		Current year + 6 years	SECURE DISPOSAL
12.3. Burglary, theft and vandalism report forms	No		Current year + 6 years	SECURE DISPOSAL
13. School Meals				
13.1. Free school meals registers	Yes		This is recorded at pupil level on SIMS but the school register is maintained by CCC. Current year + 6 years	SECURE DISPOSAL
13.2. Dinner Register	Yes		Current year + 6 years	SECURE DISPOSAL
13.3. School meals summary sheets			Current year + 6 years	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
14. Finance				
14.1. Annual Accounts	No	Financial Regulations	Current year + 6 years	STANDARD DISPOSAL
14.2. Loans and grants	Yes	Financial Regulations	Date of last payment on loan + 12 years then review	Review to see whether further retention is necessary
14.3. Contracts	No			
Under seal	No	Limitation Act 1980	Last payment+ 12 years	SECURE DISPOSAL
Under signature	No	Limitation Act 1980	Last payment + 6 years	SECURE DISPOSAL
Monitoring records			Current year + 2 years	SECURE DISPOSAL
14.4. Budget reports, budget monitoring, budget statements etc.	No		Life of budget + 3 years	SECURE DISPOSAL
14.5. Invoice, receipts, other records covered by the Financial Regulations	No		Current financial year + 6 years	SECURE DISPOSAL
14.6. Annual Budget and background papers	No		Current financial year + 6 years	SECURE DISPOSAL
14.7. Order books and requisitions	No		Current financial year + 6 years	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
14.8. Delivery Documentation	No		Current financial year + 6 years	SECURE DISPOSAL
14.9. Debtors' Records, Collection and Banking monies	No	Limitation Act 1980	Current financial year + 6 years	SECURE DISPOSAL
14.10. School Fund- Cheque books	No		Current year + 6 years	SECURE DISPOSAL
14.11. School Fund- Paying in book	No		Current year + 6 years then review	SECURE DISPOSAL
14.12. School Fund – Ledger	No		Current year + 6 years then review	SECURE DISPOSAL
14.13. School Fund – Invoices	No		Current year + 6 years then review	SECURE DISPOSAL
14.14. School Fund – Receipts	No		Current year + 6 years	SECURE DISPOSAL
14.15. School Fund – Bank statements	No		Current year + 6 years then review	SECURE DISPOSAL
14.16. School Fund- School Journey books	No		Current year + 6 years then review	SECURE DISPOSAL
14.17. Student grant applications	Yes		Current year + 3 years	SECURE DISPOSAL
14.18. Petty cash books	No		Current year + 6 years	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
15. Payroll				
15.1. Maternity pay records	Yes	Statutory Maternity Pay (General) Regulations 1986 (SI 1986/1960), revised 1999 (SI 1999/567)	These are not held by the school. Relationship is between payroll and the employee.	SECURE DISPOSAL
15.2. Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995	Yes		Current year+ 6 years	SECURE DISPOSAL
16. Property				
16.1. 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 These are held by CCC	
16.2. Plans of property belonging to the school	No		Permanent	Retain in school whilst operational
16.3. Maintenance and contractor records	No		Current year + 6 years	SECURE DISPOSAL
16.4. Leases of property belonging to the school	No		Expiry of lease + 6 years	SECURE DISPOSAL
16.5. Record relating to the Lettings of school premises	No		Current financial year + 6 years	SECURE DISPOSAL
16.6. Maintenance log books	No		Current year + 6 years	SECURE DISPOSAL
16.7. Contractors' Reports	No		Current year + 6 years	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
17. Local Authority				
17.1. Secondary transfer sheets (Primary)	Yes		Current year + 1 year	SECURE DISPOSAL
17.2. Circulars from Local Authority	No		Whilst required operationally then review	SECURE DISPOSAL
17.3. Census Returns	Yes		Current year + 6 years Operational Use	SECURE DISPOSAL (should destroy electronic copies at the same time)
17.4. Early Years Funding Declaration Forms	Yes		DOB + 25 years	SECURE DISPOSAL
18. Central Government				
18.1. OFSTED reports and papers	No		Life of report then review	SECURE DISPOSAL
18.2. Returns	No		Current year + 6 years	SECURE DISPOSAL
18.3. Circulars from Department for Children, Schools and Families	No		Operational Use	SECURE DISPOSAL

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
19. External agreements				
19.1. Service Level Agreements	Potential		Retained with financial returns, current year + 6 Until superseded	SECURE DISPOSAL
19.2. Data sharing agreements	Potential		Until superseded	SECURE DISPOSAL
19.3. Work experience agreements	Yes		DOB of pupil + 25 years	SECURE DISPOSAL

19.3.1.