



HOLBROOK PRIMARY
RECORD RETENTION
SCHEDULE
September 2019
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.

Contents

1. Child Protection.....	9
1.1 Child Protection Files.....	9
1.2 Allegation of a child protection nature against a member of staff, including where the allegation is unfounded.....	9
2. Governors and Governing Body	10
2.1 Minutes	10
2.2 Agendas.....	11
2.3 Trusts and Endowments <i>Academies</i>	11
2.4 Instrument of Government <i>Academies</i>	11
2.5 Reports	11
2.6 Annual Parents meeting documents	11
2.7 Instruments of Government.....	11
2.8 Trusts and Endowments.....	11
2.9 Action Plans	11
2.10 Policy Documents	11
2.11 Records relating to complaints dealt with by Governing body.....	12
2.12 Annual Reports required by the Department for Education	12
2.13 Proposals for schools to become or be established as Specialist Status schools	12
3. Head Teacher and Senior Management Team	13
3.1 Log Books maintained by Head Teacher.....	13
3.2 Minutes of the Senior Management Team and other internal administrative bodies	13
3.3 Reports made by the Head Teacher or the Management Team	13
3.4 4 Records created by head teachers, deputy head teachers, heads of year and other members of staff with administrative responsibilities.....	13

Retention Schedule 2019
Holbrook Primary

3.5 Correspondence created by head teachers, deputy head teachers, heads of year and other members of staff with administrative responsibilities.....	13
3.6 Professional development plans	14
3.7 School development plans	14
4. Admissions Process	16
4.1 All records relating to the creation and implementation of the School Admissions Policy	16
4.2 Admissions -if the admission is successful.....	16
4.3 Admissions - if the appeal is unsuccessful	16
4.4 Registry of admissions	16
4.5 Admissions - Secondary Schools -Casual	16
4.6 Proofs of address supplied by parents as part of the admissions process	16
4.7 Supplementary Information form including additional information such as religion, medical conditions etc.	17
5. Pupils	19
5.1 Admission Registers.....	19
5.2 Attendance registers	19
5.3 Pupil’s Education Record PRIMARY	19
5.5 Special Educational Needs Files, review and Individual Education plans	19
5.6 Correspondence Relating to Authorised Absence and Issues	20
5.7 Examination results	20
5.8 Child Protection Information held on pupil file	21
5.9 Child Protection Information held on separate files.....	21
5.10 Any other records created in the course of contact with pupils e.g. conduct/behaviour records.	21
5.11 Student work	21
6. School Trips and Extra-curricular activities.....	23

Retention Schedule 2019
Holbrook Primary

6.1 Parental permission slips for school trips - where there has been no major incident.....	23
6.2 Parental permission slips for school trips - where there has been a major incident	23
6.3 Records created by schools to obtain approval to run an Educational Visit outside the Classroom - Primary Schools.....	23
6.4 Records created by schools to obtain approval to run an Educational Visit outside the Classroom - Secondary Schools	23
6.5 Walking Bus registers	23
7. Special Educational Needs.....	25
7.1 SEN files, reviews and individual educational plans	25
7.2 EHC Plans.....	25
7.3 Advice and information to parents regarding educational needs	25
7.4 Accessibility Strategy	25
8. Curriculum.....	27
8.1 Curriculum returns (expected outcomes for learning)	27
8.2 Schemes of work	27
8.3 Timetable	27
8.4 Class record sheets.....	27
8.5 Mark Books/ Personalised Assessment Sheet	27
8.6 Record of homework set	27
8. 7 work.....	28
8.8 Examination Papers	28
8.9 PAN Reports	28
8.10 Value added and contextual Data	28
8.11 Self Evaluation forms.....	28
9. Recruitment.....	30

Retention Schedule 2019
Holbrook Primary

9.1 All records leading up to the appointment of a new Head Teacher.....	30
9.2 All records leading up to the new appointment of a new member of staff- unsuccessful candidate.	30
9.3 All records leading up to the new appointment of a new member of staff- successful candidate.....	30
9.4 Interview notes and recruitment records.....	30
9.5 Pre-employment vetting information - DBS checks.....	30
9.6 Pre-employment vetting information – Evidence proving the right to work in the UK.	30
9.7 Proof of identity collected as part of the ‘portable’ enhanced DBS disclosure.	31
9.8 Timesheets, sick pay.....	31
9.9 Staff Personnel files.....	31
9.10 Disciplinary proceedings:.....	31
9.11 Records relating to accident/injury at work.....	32
9.12 Annual appraisal/assessment records.....	32
10. Health and Safety.....	33
10.1 Health and Safety Policy Statement.....	33
10.2 Accessibility Plans.....	33
10.3 Accident reporting:.....	33
10.4 Control Of Substances Hazardous to Health OSHH.....	34
10.5 Risk Assessments and Personal Evacuation Plans.....	34
10.6 Process of monitoring of areas where employees and persons are likely to have become in contact with asbestos.	34
10.7 Process of monitoring of areas where employees and persons are likely to have come in contact with radiation.....	34
10.8 Emergency evacuation log books.....	34
10.9 CCTV footage.....	34
11. Administrative.....	35

Retention Schedule 2019
Holbrook Primary

11.1 General Files series.....	35
11.2 Records relating to the creation and publication of the school brochure or prospectus	35
11.3 Records of circulars to staff parents or pupils	35
11.4 Newsletters and items with short operational use.....	35
11.5 Visitors Books and Signing in sheets.....	35
11.6 PTA/Old Pupils Associations	35
12. Asset management and Insurance	36
12.1 Employer's Liability certificate.....	36
12.2 Inventories of equipment and furniture.....	36
12.3 Burglary, theft and vandalism report forms	36
13. Finance	37
13.1 Annual Accounts.....	37
13.2 Loans and grants	37
13.3 Contracts	37
13.4 Budget reports, budget monitoring, budget statements etc.	38
13.5 Invoice, receipts, other records covered by the Financial Regulations	38
13.6 Annual Budget and background papers	38
13.7 Order books and requisitions	38
13.8 Delivery Documentation.....	38
13.9 Debtors' Records, Collection and Banking monies	38
13.10 School Fund-Cheque books	38
13.11 School Fund-Paying in book	38
13.12 School Fund - Ledger	38

Retention Schedule 2019
Holbrook Primary

13.13 School Fund - Invoices	38
13.14 School Fund - Receipts	38
13.15 School Fund - Bank statements	39
13.16 School Fund-School Journey books	39
13.17 Student grant applications	39
13.18 School meals summary sheet	39
13.19 Petty cash books	39
14. Payroll.....	40
14.1 Salary cards	40
14.2 Maternity pay records	40
14.3 Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995.....	40
15. Property.....	41
15.1 Title Deeds of property belonging to the school	41
15.2 Plans of property belonging to the school.....	41
15.3 Maintenance and contractor records.....	41
15.4 Leases of property belonging to the school	41
15.5 Record relating to the Lettings of school premises	41
15.6 Maintenance log books	41
15.7 Contractors' Reports	41
16. Local Authority	42
16.1 Secondary transfer sheets (Primary)	42
16.2 Attendance returns	42
16.3 Circulars from Local Authority.....	42

Retention Schedule 2019
Holbrook Primary

16.4 Census Returns	42
17. Central Government.....	43
17.1 OFSTED reports and papers.....	43
17.2 Returns	43
17.3 Circulars from Department for Children, Schools and Families.....	43
18. External agreements	44
18.1 Service Level Agreements.....	44
18.2 Data sharing agreements	44
19. Attendance and Welfare	45
19.1 Day Books	45
19.2 Reports for outside agencies - where the report has been included on the case file created by the outside agency	45
19.3 Referral forms.....	45
19.4 Contact data sheets.....	45
19.5 Contact data base entries.....	45
19.6 Group Registers	45
20. Data Protection	46

Retention Schedule 2019
Holbrook Primary

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
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 personnel records.	SECURE DISPOSAL- MUST BE SHREDDED

NB: 1 year means 1 academic year.

Retention Schedule 2019
Holbrook Primary

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.

Retention Schedule 2019
Holbrook Primary

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 Trusts and Endowments <i>Academies</i>	No		Should be retained at the registered office whilst the academies are open	Archive if closed
2.4 Instrument of Government <i>Academies</i>	No		Should be retained at the registered office whilst the academies are open	Archive if closed
2.5 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
2.6 Annual Parents meeting documents	Potential	S33 Education Act 2002	Date of meeting + minimum 6 years	SECURE DISPOSAL
2.7 Instruments of Government	No		Permanent	Retain while school remains open or archived with a secure archiving company.
2.8 Trusts and Endowments	No		Permanent	Retain in school whilst operationally required or archived with a secure archiving company.
2.9 Action Plans	No		Date of action plan + 3 years	SECURE DISPOSAL
2.10 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

Retention Schedule 2019
Holbrook Primary

2.11 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
2.12 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
2.13 Proposals for schools to become or be established as Specialist Status schools	No		Date proposal accepted or declined +3 years	SECURE DISPOSAL

Retention Schedule 2019
Holbrook Primary

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

Retention Schedule 2019
Holbrook Primary

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

Retention Schedule 2019
Holbrook Primary

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
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Retention Schedule 2019
Holbrook Primary

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 Admissions - Secondary Schools -Casual	Yes		End of student relationship + 1 year	SECURE DISPOSAL
4.6 Proofs of address supplied by parents as part of the admissions process	Yes		Current year + 1 year	SECURE DISPOSAL

Retention Schedule 2019
Holbrook Primary

4.7 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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Retention Schedule 2019
Holbrook Primary

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
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Retention Schedule 2019
Holbrook Primary

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.	Date of Register + 3 years	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	End of pupil relationship + 3 academic years where this is necessary to retain electronic records (Retain whilst the child remains at the school) The school keeps/does not keep basic personal details Retain if relevant to Part 1 of this Schedule.	SECURE DISPOSAL 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 • 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.
5.5 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.

Retention Schedule 2019
Holbrook Primary

5.6 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
5.7 Examination results				
5.7a. Public	No		This information should be added to pupil file	All uncollected certificates to be returned to examining body
5.7b. Internal	Yes		This information should be added to pupil file	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

Retention Schedule 2019
Holbrook Primary

5.8 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
5.9 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 + 1 year 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 IMS.	Review if incident or passed to secondary/alternative school or SECURE DISPOSAL.
5.11 Student work	Yes		Return to student at end of academic year. If not possible, retain for current academic year + 1 year.	SECURE DISPOSAL

Retention Schedule 2019
Holbrook Primary

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
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Retention Schedule 2019
Holbrook Primary

6. School Trips and Extra-curricular activities				
6.1 Parental permission slips for school trips - where there has been no major incident				
6.2 Parental permission slips for school trips - where there has been a 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.
6.3 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
6.4 Records created by schools to obtain approval to run an Educational Visit outside the Classroom - Secondary Schools	No	Outdoor Education Advisers' Panel National Guidance website http://oeapng.info specifically section 3 – "Legal Framework and Employer Systems" and Section4 "Good Practice".	Date of visit + 14 years	SECURE DISPOSAL
6.5 Walking Bus registers	No	Outdoor Education Advisers' Panel National Guidance website http://oeapng.info specifically section 3 – "Legal Framework and Employer Systems" and Section4 "Good Practice".	Date of visit + 10 years	SECURE DISPOSAL

Retention Schedule 2019
Holbrook Primary

	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]
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Retention Schedule 2019
Holbrook Primary

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 the IMS.	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 IMS.	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	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	SECURE DISPOSAL unless subject to a legal hold

Retention Schedule 2019
Holbrook Primary

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
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Retention Schedule 2019
Holbrook Primary

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

Retention Schedule 2019
Holbrook Primary

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

Retention Schedule 2019
Holbrook Primary

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
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Retention Schedule 2019
Holbrook Primary

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		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 have to keep DBS certificates. If the schools does, do not keep for more than 6 months.	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

Retention Schedule 2019
Holbrook Primary

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		The school may wish to keep this information 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

Retention Schedule 2019
Holbrook Primary

9.11 Records relating to accident/injury at work	Yes		Date of incident +6 years or if kept on staff file then refer to personal file. In the case of serious accidents a further retention period will need to be applied	SECURE DISPOSAL
9.12 Annual appraisal/assessment records	Yes		Duration of time of School members of staff that are no longer at the school current year + 5 years	SECURE DISPOSAL

Retention Schedule 2019
Holbrook Primary

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	SECURE DISPOSAL
<ul style="list-style-type: none"> Children 			DOB + 25 years	SECURE DISPOSAL

Retention Schedule 2019
Holbrook Primary

10.4 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
10.5 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 30 days unless investigation. End of investigation + review.	SECURE DISPOSAL

Retention Schedule 2019
Holbrook Primary

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	STANDARD DISPOSAL
11.3 Records of circulars to staff parents or pupils	No		Current year + 1 year	STANDARD DISPOSAL
11.4 Newsletters and items with short operational use	No		Current year + 1 year	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			Current year + 6 years then review	Review to see whether a further retention period is required

Retention Schedule 2019
Holbrook Primary

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	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

Retention Schedule 2019
Holbrook Primary

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	STANDARD 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

Retention Schedule 2019
Holbrook Primary

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	SECURE DISPOSAL
13.6 Annual Budget and background papers	No		Current financial year + 6 years	SECURE DISPOSAL
13.7 Order books and requisitions	No		Current financial year + 6 years	SECURE DISPOSAL
13.8 Delivery Documentation	No		Current financial year + 6 years	SECURE DISPOSAL
13.9 Debtors' Records, Collection and Banking monies	No	Limitation Act 1980	Current financial year + 6 years	SECURE DISPOSAL
13.10 School Fund-Cheque books	No		Current year + 3 years	SECURE DISPOSAL
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	SECURE DISPOSAL
13.13 School Fund - Invoices	No		Current year + 6 years then review	SECURE DISPOSAL
13.14 School Fund - Receipts	No		Current year + 6 years	SECURE DISPOSAL

Retention Schedule 2019
Holbrook Primary

13.15 School Fund - Bank statements	No		Current year + 6 years then review	SECURE DISPOSAL
13.16 School Fund-School Journey books	No		Current year + 6 years then review	SECURE DISPOSAL
13.17 Student grant applications	Yes		Current year + 3 years	SECURE DISPOSAL
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

Retention Schedule 2019
Holbrook Primary

14. Payroll				
14.1 Salary cards	Yes			
14.2 Maternity pay records	Yes	Statutory Maternity Pay (General) Regulations 1986 (SI 1986/1960), revised 1999 (SI 1999/567)	Current year + 6 years (if held)	SECURE DISPOSAL
14.3 Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995	Yes		Current year+ 6 years	SECURE DISPOSAL

Retention Schedule 2019
Holbrook Primary

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
15. Property				
15.1 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. (If held)	
15.2 Plans of property belonging to the school	No		Permanent	Retain in school whilst operational
15.3 Maintenance and contractor records	No		Current year + 6 years	SECURE DISPOSAL
15.4 Leases of property belonging to the school	No		Expiry of lease + 6 years	SECURE DISPOSAL
15.5 Record relating to the Lettings of school premises	No		Current financial year + 6 years	SECURE DISPOSAL
15.6 Maintenance log books	No		Current year + 6 years	SECURE DISPOSAL
15.7 Contractors' Reports	No		Current year + 6 years	SECURE DISPOSAL

Retention Schedule 2019
Holbrook Primary

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
16. Local Authority				
16.1 Secondary transfer sheets (Primary)	Yes		Current year + 2 years	SECURE DISPOSAL
16.2 Attendance returns	Yes		Current year + 1 year if applicable	SECURE DISPOSAL
16.3 Circulars from Local Authority	No		Whilst required operationally then review	SECURE DISPOSAL
16.4 Census Returns	No		Operational Use	SECURE DISPOSAL

Retention Schedule 2019
Holbrook Primary

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

Retention Schedule 2019
Holbrook Primary

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

Retention Schedule 2019
Holbrook Primary

Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of administrative life of the record
19. Attendance and Welfare				
19.1 Day Books	Yes		Current year + 2 years then review	SECURE DISPOSAL
19.2 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
19.3 Referral forms	Yes		While the referral is current	SECURE DISPOSAL
19.4 Contact data sheets	Yes		Current year then review, if contact is no longer active then destroy	SECURE DISPOSAL
19.5 Contact data base entries			Current year then review, if contact is no longer active then destroy	DELETE
19.6 Group Registers	Yes		Current year + 2 years	SECURE DISPOSAL

Retention Schedule 2019
Holbrook Primary

20. Data Protection				
20.1 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
20.2 Freedom of Information Requests	No	Business need	Current academic year + 2 years	Review + DISPOSAL