



# Thorpe Acre Infant School

## Records Management Policy

Approved by : Governing Body  
Date : February 2022  
Next review due by : February 2024

Reaching High, Learning and Growing Together

### **Safeguarding Statement**

At Thorpe Acre Infant School, we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Thorpe Acre Infant School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

### **GDPR Statement**

The school has arrangements in place to ensure that all personal data records held by the school are obtained, processed, used and retained in accordance with the eight rules of data protection (based on the Data Protection Acts).

### **Equality Impact Statement**

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

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Management of records is a legal obligation (Section 46 of the Freedom of Information Act 2000). By ensuring that our records are well managed and controlled, we can provide a better service to staff, pupils, parents/carers and others. The legal and regulatory obligations from many sources rely on effective record management. Information management is also a part of the IT strategy, Data Protection and UK GDPR compliance obligations. This policy provides a framework that covers records management in the school.

It covers:

- Scope
- Responsibilities
- Relationships with existing policies

## **1. Scope**

This policy applies to all records created, received or maintained by staff of the school, in the course of carrying out its functions.

Records exist in the school and originate from a variety of sources. Staff will create some; others are provided by parents/carers and pupils; others are shared with the school by external professionals. The policy applies to all records and the management of the records in the school. See Appendix 1 for examples of records in the school.

Records may be hard copy, electronic, digital, images, audio recordings or any other source that can be viewed, heard or interrogated. They may relate to individuals, financial planning, contracts, commercial organisations, public authorities or charitable organisations. Some will include personal data about individuals.

How the school uses, maintains and manages records will be dependent on the purpose, origin and source of the records. Other policies will govern this in many instances.

Some records will be retained for historical and archiving purposes.

## **2. Responsibilities**

The school has a corporate responsibility to maintain, use, store and delete its records to comply with regulatory requirements. The person with overall responsibility for this policy is the Headteacher and this may be delegated to individuals in school.

Good record management practice will be the responsibility of all staff. Individual responsibility will be determined by job description and practice. A senior leader (Headteacher) will also monitor compliance with this policy at least annually.

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 school's policies and records management guidelines.

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

This policy has been drawn up within the context of:

- Freedom of Information policy
- Data Protection policy
- IT security and use policies
- Records retention policy/guidelines
- Other legislation or regulations (including audit, equal opportunities and ethics) affecting the school.

## Appendix 1

The school keeps a wide variety of records that may include (but are not limited to):

### Pupils:

- Personal information
- Parent/carer contact information
- School reports
- Behaviour logs
- Exam and testing outcomes – internal and external
- Child protection information
- Allegations of a child protection nature made against a member of staff (including unfounded allegations)
- Attendance – attendance registers, authorised absence correspondence
- SEND – reviews, advice to parents/carers, accessibility strategy
- Pupil Premium – eligibility and the evidence
- Free School Meals eligibility
- Services eligibility
- LAC status
- Medical – Individual Health Plans, first aid records

### Management of the School:

- Governing Body records - agendas, minutes, resolutions, reports
- Governors' personal details
- Declarations of Interests
- CPD and training
- Accounts
- School Development Plans and School Improvement Plans
- Leadership meetings, minutes and actions
- Admission details
- School visitor logs
- Health and Safety records
- Fire Risk Assessments
- Risk Assessments
- Social Media
- Newsletters and external communication records

### Human Resources:

- Job descriptions
- Application forms
- Personnel files for all staff – including personal contact details
- Appraisals
- Performance reviews
- Employment suitability checks
- Contracts of employment
- Records of Disciplinary and Grievances Process
- Allegations and LADO referrals
- Referrals to the TRA and/or DBS
- Payroll and pensions – maternity/paternity pay, family leave records

#### Financial Management:

- Budgets and Funding details as required by the Funding Agreement and Local Authority
- Risk Management and Insurance – employer’s liability insurance certificate
- Asset Management Records
- Asset Register
- All necessary financial records
- Contracts
- Contract Management and Procurement
- School Payment and Meals Management

#### Property Management:

- Property Management
- Condition Surveys
- Hire agreements
- Maintenance – log books, warranties and contractor information
- Health and Safety information

#### Curriculum & Attainment:

- Teaching and learning planning
- Timetabling and resource planning
- Website
- Statistics and evidence of learning outcomes, targets
- Pupil work records
- Trip and visit record
- Assessment information
- Tracking data

#### External Records:

- Central Government and Local Authority
- Local Authority – census returns, attendance returns
- Central Government – returns made to DfE/ESFA
- Ofsted
- Referrals to third party agencies
- Legal action involving the trust and schools
- ICO action
- Enquiries and investigations by external bodies