Ellel St. John's C of E Primary School

Retention Schedule

This retention schedule contains recommended retention periods for the different record series created and maintained by schools in the course of their business. The schedule refers to all information regardless of the media in which it is stored.

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 Data Protection Act 1998 and the Freedom of Information Act 2000.

Managing record series using these retention guidelines will be deemed to be "normal processing" under the legislation mentioned above.

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1. The purpose of the retention schedule

Under the Freedom of Information Act 2000, schools are required to maintain a retention schedule listing the record series which the school creates in the course of its business. The retention schedule lays down the length of time which the record needs to be retained and the action which should be taken when it is of no further administrative use.

Members of staff are expected to manage their current record keeping systems using the retention schedule and to take account of the different kinds of retention periods when they are creating new record keeping systems.

The retention schedule refers to all information, regardless of the media in which they are stored.

2. Benefits of a retention schedule

There are a number of benefits which arise from the use of a complete retention schedule:

- a. Managing records against the retention schedule is deemed to be "normal processing" under the Data Protection Act 1998 and the Freedom of Information Act 2000. Provided members of staff are managing record series using the retention schedule they cannot be found guilty of unauthorised tampering with files once a freedom of information request or a data subject access request has been made.
- **b.** Members of staff can be confident about destroying information at the appropriate time.
- **c.** Information which is subject to Freedom of Information and Data Protection legislation will be available when required.
- **d.** The school is not maintaining and storing information unnecessarily.

3. Maintaining and amending the retention schedule

Where appropriate the retention schedule should be reviewed and amended to include any new record series created and remove any obsolete record series. This should be done by schools on an individual basis in cooperation with the Records Management Service, who should be consulted prior to any changes being made to the retention periods contained within it.

4. What to do with records once they have reached the end of their administrative life

4a Destruction of records

Where records have been identified for destruction they should be disposed of in an appropriate way. All records containing personal information, or sensitive policy information should be shredded

before disposal (if possible). Any other records should be bundled up and disposed of to a waste paper merchant or disposed of in other appropriate ways.

The Freedom of Information Act 2000 requires the school to maintain a list of records which have been destroyed and who authorised their destruction. Members of staff should record at least:

- · File reference (or other unique identifier);
- File title (or brief description);
- · No of files
- · The name of the authorising officer

This could be kept in an Excel spreadsheet or other database format.

4b Transfer of records to the Archives

Where records have been identified as being worthy of permanent preservation, arrangements should be made to transfer the records to Lancashire Archives. Records which require to be retained permanently are detailed in the retention schedule. A list of the records sent to the archives should be created to include the information above.

Schools should contact Lancashire Archives via e-mail at record.office@lancashire.gov.uk, or by telephone on (01772) 533039, to arrange for the permanent transfer of records to the County archives.

4c Transfer of information to other media

Where lengthy retention periods have been allocated to records, members of staff may wish to consider converting paper records to other media such as microform or digital media. The lifespan of the media and the ability to migrate data where necessary should always be considered. The Records Management Service should be contacted for consultation where any such practice is being considered.

5. Useful Contacts

Lancashire County Council Records Management Service;

E-Mail: records.management@ed.lancscc.gov.uk

Tel: (01772) 533030

Lancashire Archives;

E-Mail: record.office@lancashire.gov.uk

Tel: (01772) 533039

School Policy and Operations / Liaison and Compliance Team;

E-Mail: spot@ed.lancscc.gov.uk

Tel: (01772) 533643

6.1 Child Protection

The retention and use of records relating to child protection matters concerning pupils, and child protection allegations against staff requires specific guidance in this schedule.

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the	end of the administrative life of the record
Child Protection files	Yes	Education Act 2002, s175, related guidance "Safeguarding Children in Education", September 2004	DOB + 75 years	SHRED	Child Protection information must be copied and sent under separate cover to new school/college whilst the child is still under 18 (i.e. the information does not need to be sent to a university for example) Where a child is removed from roll to be educated at home, the file should be copied to the Local Education Authority.
Allegation of a child protection nature against a member of staff, including where the allegation is unfounded	Yes	Employment Practices Code: Supplementary Guidance 2.13.1 (Records of Disciplinary and Grievance) Education Act 2002 guidance "Dealing with Allegations of Abuse against Teachers and Other Staff" November 2005	Until the person's normal retirement age, or 10 years from the date of the allegation if that's longer	SHRED	Employment Practices Code: Supplementary Guidance 2.13.1 (Records of Disciplinary and Grievance "Records of allegations about workers who have been investigated and found to be without substance should not normally be retained once an investigation has been completed. There are some exceptions to this where for its own protection the employer has to keep a limited record that an allegation was received and investigated, for example, where the allegation relates to abuse and the worker is employed to work with children or other vulnerable individuals". Summary record to be retained on confidential personnel file, and a copy given to the person concerned

6.2 Governors

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the reco	
Minutes					
□ Principal set (signed)	No		Permanent	Retain in school for 6 years from date of meeting	Transfer to Archives
□ Inspection copies	No		Date of meeting + 3 years	DESTROY [If these minutes contain any sensitive personal information they should be shredded]	
Agendas	No		Date of meeting	DESTROY	
Terms of Reference for Committees					Transfer to Archives
Reports	No		Date of report + 6 years	Retain in school for 6 years from date of meeting	Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]
Financial Reports	No		Date of report + 6 years	Retain in school for 6 years from date of report	To be transferred to Archives only if Governor's Minutes do not contain Annual Statement of Accounts
Annual Parents' meeting papers	No		Date of meeting + 6 years	Retain in school for 6 years from date of meeting	Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]
Instruments of Government	No		Permanent	Retain in school whilst school is open	Transfer to Archives when the school has closed
Trusts and Endowments	No		Permanent	Retain in school whilst operationally required	Transfer to Archives

Action Plans	No	Date of action plan	DESTROY	It may be appropriate to offer to
		+ 3 years		the Archives for a sample to be
				taken if the school has been
				through a difficult period
6.2 Governors	•		•	

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record	
Policy documents	No		Expiry of policy	Retain in school whilst policy is operational (this includes if the expired policy is part of a past decision making process)	Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]
Complaints files	Yes		Date of resolution of complaint + 6 years	Retain in school for the first six years Review for further retention in the case of contentious disputes Destroy routine complaints Complaints alleging possible harm to a young person by a member of staff are covered in 6.1 above.	
Annual Reports required by the Department for Education and Skills	No	Education (Governors' Annual Reports) (England) (Amendment) Regulations 2002.SI 2002 No 1171	Date of report + 10 years		Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]
Proposals for schools to become, or be established as Specialist Status schools	No		Current year + 3 years		Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]

6.3 Management

Pagia file description	Doto	Ctatutane	Retention Period	Action of the and of the	dminiatrative life of the	
Basic file description	Data Prot Issues	Statutory Provisions	[operational]	Action at the end of the administrative life of the record		
Log Books [Books where the Head-teacher or another member of staff keeps of record of what happens in the school, this may include details of events, photographs and other information]	Yes ¹		Date of last entry in the book + 6 years	Retain in the school for 6 years from the date of the last entry.	Transfer to the Archives	
Minutes of the Senior Management Team and other internal administrative bodies	Yes ¹		Date of meeting + 5 years	Retain in the school for 5 years from meeting	Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]	
Reports made by the head teacher or the management team	Yes ¹		Date of report + 3 years	Retain in the school for 3 years from meeting	Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]	
Records created by head teachers, deputy head teachers, heads of year and other members of staff with administrative responsibilities (except child protection records which are dealt with in section 6.1 above).	Yes ¹		Closure of file + 6 years	DESTROY If these records contain sensitive information they should be shredded		
Correspondence created by head teachers, deputy head teachers, heads of year and other members of staff with administrative responsibilities	No		Date of correspondence + 3 years	DESTROY If these records contain sensitive information they should be shredded		
Professional development plans	Yes		Closure + 6 years	SHRED		
School development plans	No		Closure + 6 years	Review	Offer to the Archives	

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

6.4 Pupils

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the re	
Admission Registers	Yes		Date of last entry in the book (or file) + 6 years	Retain in the school for 6 years from the date of the last entry.	Transfer to the Lancashire Archives
Attendance registers	Yes		Date of register + 3 years	DESTROY [If these records are retained electronically any back up copies should be destroyed at the same time]	Retain only if gaps in admission register series.
Pupil record cards	Yes				
□ Primary			Retain for the time which the pupil remains at the primary school	Transfer to the secondary school (or other primary school) when the child leaves the school. In the case of exclusion it may be appropriate to transfer the record to the Behaviour Service	
Pupil files	Yes				
□ Primary			Retain for the time which the pupil remains at the primary school	Transfer to the secondary school (or other primary school) when the child leaves the school. In the case of exclusion it may be appropriate to transfer the record to the Behaviour Service	

Special Educational Needs	Yes	[Head of Legal	DOB of the pupil + 45	SHRED	
files, reviews and Individual		Services for	years		
Education Plans		Lancashire has			
		specified this retention			
		period]			
Letters authorising absence	No		Date of absence + 2	SHRED	
			years		
Absence books			Current year + 6 years	SHRED	
Examination results	Yes				

6.4 Pupils

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record	
□ Public	No		Year of examinations + 6 years	DESTROY	Any certificates left unclaimed should be returned to the appropriate Examination Board
□ Internal examination results	Yes		Current year + 5 years ²	DESTROY	
Any other records created in the course of contact with pupils	Yes/No		Current year + 3 years	Review at the end of 3 years and either allocate a further retention period or DESTROY	
Statement maintained under The Education Act 1996 - Section 324	Yes	Special Educational Needs and Disability Act 2001 Section 1	DOB + 45 years	DESTROY unless legal action is pending	
Proposed statement or amended statement	Yes	Special Educational Needs and Disability Act 2001 Section 1	DOB + 45 years	DESTROY unless legal action is pending	

² 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.

Advice and information to	Yes	Special Educational	Closure + 12 years	DESTROY unless legal action is	
parents regarding educational		Needs and Disability		pending	
needs		Act 2001 Section 2			
Accessibility Strategy	Yes	Special Educational	Closure + 12 years	DESTROY unless legal action is	
		Needs and Disability		pending	
		Act 2001 Section 14			
Children SEN Files	Yes		DOB + 45 years	DESTROY unless legal action is	
				pending	

6.5 Curriculum

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
Curriculum development	No		Current year + 6 years	DESTROY
Curriculum returns	No		Current year + 3 years	DESTROY
School syllabus	No		Current year + 1 year	It may be appropriate to review these records at the end of each year and allocate a new retention period or DESTROY
Schemes of work	No		Current year + 1 year	It may be appropriate to review these records at the end of each year and allocate a new retention period or DESTROY
Timetable	No		Current year + 1 year	It may be appropriate to review these records at the end of each year and allocate a new retention period or DESTROY
Class record books	No		Current year + 1 year	It may be appropriate to review these records at the end of each year and allocate a new retention period or DESTROY

Mark Books	No	Current year + 1 year	It may be appropriate to review these records at the end of each year and allocate a new retention period or DESTROY	
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 DESTROY	
Pupils' work	No	Current year + 1 year	It may be appropriate to review these records at the end of each year and allocate a new retention period or DESTROY	
Examination results	Yes	Current year + 6 years	DESTROY [These records should be shredded]	
SATS records	Yes	Current year + 6 years	DESTROY [These records should be shredded]	
Value added records	Yes	Current year + 6 years	DESTROY [These records should be shredded]	

6.6 Personnel

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record	
Timesheets, sick pay	Yes	Financial Regulations	Current year + 6 years	SHRED	
Staff Personal files	Yes		Termination + 6 years	SHRED	
Interview notes and recruitment records	Yes		Date of interview + 6 months	SHRED	
Pre-employment vetting information (including unsuccessful CRB checks)	No	CRB guidelines	Date of check + 6 months	SHRED [by the designates member of staff]	This information should be placed on the personnel file if the applicant is successful and managed according to the guidelines

Disciplinary proceedings for all matters except those relating to child protection issues (see 6.1 above):	Yes			
□ Oral warning		Date of warning + 6	SHRED	
		months	If this is placed on a personal file,	
			it must be weeded from the file.	
□ written warning –		Date of warning + 6	SHRED	
level one		months	If this is placed on a personal file,	
			it must be weeded from the file.	
□ written warning –		Date of warning + 12	SHRED	
level two		months	If this is placed on a personal file,	
			it must be weeded from the file.	
□ final warning		Date of warning + 18	SHRED	
		months	If this is placed on a personal file,	
			it must be weeded from the file.	

6.6 Personnel

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record	
☐ case not found (except child protection allegations see section 6.1 above)			DESTROY immediately at the conclusion of the case		
Records relating to accident/injury at work	Yes		Date of incident + 12 years	Review at the end of this period. In the case of serious accidents a further retention period will need to be applied	

Annual	No		Current year + 5	SHRED
appraisal/assessment records			years	
Maternity pay records	Yes	Statutory Maternity Pay (General) Regulations 1986 (SI 1986/1960), revised 1999 (SI 1999/567)	Current year, +3yrs	SHRED
Supply Teachers Pay CT1630	Yes		Current year + 6 years	
Supply SSA/NNEB CT1628 (SEN)	Yes		Current year + 6 years	
Absence Returns CT1652	Yes		5 years from closure	
NOA's, NOC's, NOT's			10 years from closure	
Travel Claims CT325			Current year + 3 years	
Overtime Claims CT1648			Current year + 3 years	
Welfare, mid-day Sup- Absence CT1652 (ed/m)			5 years from closure	
6.6 Personnel				

6.6 Personnel

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record	
Site S/visor-Absence CT1652 (ed/m)			5 years from closure		
Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995	Yes		Last payment + 6 years	SHRED	

6.7 Health and Safety

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the rec	
Accessibility Plans		Disability Discrimination Act	Current year + 6 years	DESTROY	
Accident Reporting		Social Security (Claims and Payments) Regulations 1979 Regulation 25. Social Security Administration Act 1992 Section 8. Limitation Act 1980			
□ Adults – Accident Book	Yes		Last entry in the accident book + 3 years	SHRED	
□ Adults – Internal Reports	Yes		Current year + 3 years	SHRED	
□ Children	Yes		DOB + 25 years ³	SHRED	

6.7 Health and Safety

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record		
COSHH			Current year + 10 years	Review [where appropriate an additional retention period may be allocated]		

³ A child may make a claim for negligence for 7 years from their 18th birthday. To ensure that all records are kept until the pupil reaches the age of 25 this retention period has been applied.

Incident reports	Yes	Current year + 20 years	SHRED
Policy Statements		Date of expiry + 1 year	DESTROY
Risk Assessments		Date assessment superseded + 3 years	DESTROY
Process of monitoring of areas where employees and persons are likely to have come in contact with asbestos		Last action + 40 years	DESTROY
Process of monitoring of areas where employees and persons are likely to have come in contact with radiation		Last action + 50 years	DESTROY
Fire Precautions log books		Current year + 6 years	DESTROY

6.8 Administrative

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the admin	istrative life of the record
Employer's Liability			Permanent whilst the	Retain for 40 years after school	
certificate			school is open	has closed	
			Disposal of last item +	DESTROY	
Inventories of equipment and			6 years or date		
furniture			superseded + 6 years		
General file series			Current year + 5 years	Review to see whether a further	Transfer to Archives
				retention period is required	[The appropriate archivist will then take a
					sample for permanent preservation]

School brochure/prospectus	Current year + 3 years		Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]
Circulars (staff/parents/pupils)	Current year + 1 year	DESTROY	
Newsletters, ephemera	Current year + 1 year	Review to see whether a further retention period is required	Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]
Visitors' book	Current year + 2 years	Review to see whether a further retention period is required	Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]
PTA/Old Pupils' Associations	Current year + 6 years	Review to see whether a further retention period is required	Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]

6.9 Finance

The Authority's requirements for retention of records generally do not exceed those required for VAT or any other statutory purposes. However, schools need to be aware that any external funding source, particularly ERDF funding streams, may stipulate further requirements in addition to those outlined below.

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record	
Annual Accounts		Financial Regulations	Current year + 6 years		Offer to the Archives
Loans and grants		Financial Regulations	Date of last payment on loan + 12 years	Review to see whether a further retention period is required	Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]
Contracts					

□ under seal		Contract completion date + 12 years	SHRED
□ under signature		Contract completion date + 6 years	SHRED
□ monitoring records		Current year + 2 years	SHRED
Copy orders		Current year + 2 years	SHRED
Budget reports, budget monitoring etc		Current year + 3 years	SHRED
Registers of Pecuniary Interest		Current year + 3 years	SHRED
Invoice, receipts and other records covered by the Financial Regulations	Financial Regulations	Current year + 6 years	SHRED
Internal Financial Regulations		Current year + 3 years	SHRED
Copy Invoices		Current year + 3 years	SHRED
Copy income receipts		Current year + 3 years	SHRED
Annual Budget and background papers		Current year + 6 years	SHRED
Order books and requisitions		Current year + 6 years	SHRED
Delivery Documentation		Current year + 6 years	SHRED
Debtors' Records	Limitation Act 1980	Current year + 6 years	SHRED
School Fund – Cheque books		Current year + 6 years	SHRED

6.9 Finance

The Authority's requirements for retention of records generally do not exceed those required for VAT or any other statutory purposes. However, schools need to be aware that any external funding source, particularly ERDF funding streams, may stipulate further requirements in addition to those outlined below.

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the ad	Iministrative life of the record
School Fund – Paying in books			Current year + 6 years	SHRED	
School Fund – Ledger			Current year + 6 years	SHRED	

School Fund – Invoices			Current year + 6 years	SHRED	
School Fund – Receipts			Current year + 6 years	SHRED	
School Fund – Bank statements			Current year + 6 years	SHRED	
School Fund – School Journey books			Current year + 6 years	SHRED	
Unofficial School Fund			Current year + 6 years	SHRED	
Applications for free school meals, travel, uniforms etc			Whilst child at school	SHRED	
Student grant applications			Current year + 3 years	SHRED	
Free school meals registers	Yes	Financial Regulations	Current year + 6 years	SHRED	
Petty cash books (Petty Disbursements CT389)		Financial Regulations	Current year + 6 years	SHRED	
FMIS Prints			Current year + 6 years	SHRED	
Payroll Prints			Current year + 6 years	SHRED	
Copy LRM4 Authorisation/Summary Sheets			Current year + 6 years	SHRED	
LEA Fund allocations			Current year + 3 years	SHRED	
Tenders			3 years from completion of works/provision of aservice	SHRED	

6.10 Property					
Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administrati record	ve life of the
Title Deeds			Permanent	These should follow the property	Offer to Archives

Plans		Permanent	Retain until superseded then offer to	Offer to
			archives before destruction	Archives
Maintenance and contractors	Financial	Current year + 6 years	DESTROY	
	Regulations			
Leases		Expiry of lease + 6	DESTROY	
		years		
Lettings/Letting Policy		Current year + 3 years	DESTROY	
Disposal of Assets Policy		Current year + 3 years	DESTROY	
Burglary, theft and vandalism report		Current year + 6 years	SHRED	
forms				
Maintenance log books		Last entry + 10 years	DESTROY	
Contractors' Reports		Current year + 6 years	DESTROY	

6.11 LEA

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the administ	trative life of the record
Secondary transfer sheets (Primary)	Yes		Current year + 2 years	SHRED	
Attendance returns	Yes		Current year + 1 year	DESTROY	
Circulars from LEA			Whilst operationally required	Review to see whether a further retention period is required	Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]

6.12 DfES

Basic file description	Data Prot Issues	Statutory Provisions	Retention Period [operational]	Action at the end of the admini	strative life of the record
HMI reports			These do not need to be kept any longer		Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]
OFSTED reports and papers			Replace former report with any new inspection report	Review to see whether a further retention period is required	Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]
Returns			Current year + 6 years	DESTROY	
Circulars from DfES			Whilst operationally required	Review to see whether a further retention period is required	Transfer to Archives [The appropriate archivist will then take a sample for permanent preservation]

6.13 Connexions Basic file description Prot Issues Service level agreements Work Experience agreement Data Prot Issues Until superseded DOB of child + 18 years SHRED

Basic file description	Data Statutory Prot Provisions Issues		Retention Period [operational]	Action at the end of the administrative life of the record	
Dinner Register C12			Current year + 3 years	SHRED	
School Meals Summary Sheets			Current year + 3 years	SHRED	
Meals Order Book C20A			Current year + 3 years	SHRED	
Monthly Meals Return C12A			Current year + 3 years	SHRED	
Milk Order/Return Book C22			Current year + 3 years	SHRED	

Date: Autumn 2022

Reviewed: Autumn 2023

Review: Autumn 2024