

MAT RETENTION SCHEDULE

1. MANAGEMENT OF THE SCHOOLS					
1.1 GOVERNING BODY					
	Basic File Description	Data Protection Issues	Statutory Provisions	Retention Period	Action at the end of the administrative life of the record
1.1.1	Agendas for Governing Body meetings	There may be data protection issues if the meeting is dealing with confidential issues relating to staff		One copy should be retained with the master set of minutes. All other copies can be disposed of	Secure Disposal
1.1.2	Minutes of Governing Body meetings	There may be data protection issues if the meeting is dealing with confidential issues relating to staff			If the school is unable to store these then they should be offered to the County Archives Service
	Principal Set (signed)			Permanently	
	Inspection Copies			Date of meeting + 3 years	If these minutes contain any sensitive, personal information they must be shredded.
1.1.3	Reports presented to the Governing Body	There may be data protection issues if the report deals with confidential issues relating to staff		Reports should be kept for a minimum of 6 years. However, if the minutes refer directly to individual reports then the reports should be kept permanently	SECURE DISPOSAL or retain with the signed set of the minutes
1.1.4	Meeting papers relating to the annual parents' meeting held under section 33 of the Education Act 2002	No	Education Act 2002, Section 33	Date of the meeting + a minimum of 6 years	SECURE DISPOSAL
1.1.5	Instruments of Government including Articles of Association	No		Permanent	These should be retained in the school whilst the school is open and then offered to County Archives Service when the school closes.

1.1.6	Trusts and Endowments managed by the Governing Body	No		Permanent	These should be retained in the school whilst the school is open and then offered to County Archives Service when the school closes.
1.1.7	Action plans created and administered by the Governing Body	No		Life of the action plan + 3 years	SECURE DISPOSAL
1.1.8	Policy documents created and administered by the Governing Body	No		Life of the action plan + 3 years	SECURE DISPOSAL
1.1.9	Records relating to complaints dealt with by the Governing Body	Yes		Date of the resolution of the SECURE DISPOSAL complaint + a minimum of 6 years then review for further retention in case of contentious disputes	SECURE DISPOSAL
1.1.10	Annual Reports created under the requirements of the Education (Governor's Annual Reports) (England) (Amendment) Regulations 2002	No	Education (Governor's Annual Reports) (England) (Amendment) Regulations 2002 SI 2002 No 1171	Date of report + 10 years	SECURE DISPOSAL
1.1.11	Proposals concerning the change of status of a maintained school including Specialist Status Schools and Academies	No		Date proposal accepted or declined + 3 years	SECURE DISPOSAL
1.2.PRINCIPALS AND SENIOR MANAGEMENT TEAM					
1.2.1	Minutes of Senior Management Team meetings and the meetings of other internal administrative bodies	There may be data protection issues if the minutes refers to individual pupils or members of staff		Date of the meeting + 3 years then review	SECURE DISPOSAL

1.2.2	Reports created by the Principal or the Management Team	There may be data protection issues if the report refers to individual pupils or members of staff		Date of the report + a minimum of 3 years then review	SECURE DISPOSAL
1.2.3	General Records created by principals, deputy principals, heads of year and other members of staff with administrative responsibilities	There may be data protection issues if the report refers to individual pupils or members of staff		Current academic year + 6 years	SECURE DISPOSAL
1.2.4	General Correspondence created by Principals, deputy Principals, heads of year and other members of staff with administrative responsibilities	There may be data protection issues if the report refers to individual pupils or members of staff		Date of correspondence + 3 years then review	SECURE DISPOSAL
1.2.5	Professional Development Plans		Yes	Life of the plan + 6 years	SECURE DISPOSAL
1.2.6	Schools Development Plan		No	Life of the plan + 6 years	SECURE DISPOSAL
1.3 ADMISSION PROCESS					
1.3.1	All records relating to the creation and implementation of the School Admissions' Policy	No	School Admissions Code Statutory guidance for admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels December 2014	Life of the policy + 3 years then review	SECURE DISPOSAL

1.3.2	Admissions – if the admission is successful	Yes	School Admissions Code Statutory guidance for admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels December 2014(Limitation Act 1980)	Date of admission + 1 year (until the child is 21 of age)	SECURE DISPOSAL
1.3.3	Admissions – if the appeal is unsuccessful	Yes	School Admissions Code Statutory guidance for admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels December 2014	Resolution of case + 1 year	SECURE DISPOSAL
1.3.4	Register of admissions	Yes	School attendance: Departmental advice for maintained schools, academies, independent schools and local authorities October 2014	Every entry in the admission register must be preserved for a period of three years after the date on which the entry was made.	Schools may wish to consider keeping the admission register permanently as often schools receive enquiries from past pupils to confirm the dates they attended the school.
1.3.5	Supplementary Information form including additional information such as religion, medical conditions etc	Yes			
	For successful admissions			This information should be added to the pupil file	SECURE DISPOSAL
	For unsuccessful admissions			Until appeals process completed	SECURE DISPOSAL
1.4 OPERATIONAL ADMINISTRATION					

1.4.1	General Records & Files	No		Current year + 3 years then REVIEW	SECURE DISPOSAL
1.4.2	Records relating to the creation and publication of the school brochure or prospectus	No		Current year + 3 years	STANDARD DISPOSAL
1.4.3	Records relating to the creation and distribution of circulars to staff, parents or pupils	No		Current year + 1 year	STANDARD DISPOSAL
1.4.4	Newsletters and other items with a short operational use	No		Current year + 1 year	STANDARD DISPOSAL Schools may wish to keep newsletters for longer or permanently
1.4.5	Visitors' Books and Signing in Sheets	Yes		Current year + 6 years then REVIEW	SECURE DISPOSAL
1.4.6	Records relating to the creation and management of Parent Forums	No		Current year + 6 years then REVIEW	SECURE DISPOSAL

2. HUMAN RESOURCES

2.1 RECRUITMENT

2.1.1	All records leading up to the appointment of a new member of staff – unsuccessful candidates	Yes		Date of appointment of successful candidate + 12 months	SECURE DISPOSAL
2.1.2	Pre-employment vetting information – DBS Checks	No	DBS Update Service Employer Guide June 2014: Keeping children safe in education. July 2015 (Statutory Guidance from Dept. of Education) Sections 73, 74	The school does not have to keep copies of DBS certificates. If the school does so the copy must NOT be retained for more than 6 months	SECURE DISPOSAL
2.1.3	Proofs of identity collected as part of the process of checking "portable" enhanced DBS disclosure	Yes		Kept in staff file 6 years after termination of employment	SECURE DISPOSAL
2.1.4	2.1.6 Pre-employment vetting information – Evidence proving the right to work in the United Kingdom ⁴	Yes	An employer's guide to right to work checks [Home Office May 2015]	Kept in staff file 6 years after termination of employment	SECURE DISPOSAL

2.2 OPERATIONAL STAFF MANAGEMENT					
2.2.1	Staff personal files	Yes	Limitation Act 1980 (Section 2)	Termination of Employment + 6 years	SECURE DISPOSAL
2.2.2	Timesheets	Yes		Current year + 6 years	SECURE DISPOSAL
2.2.3	Annual Appraisals/Assessment Records	Yes		Current year + 6 years	SECURE DISPOSAL
2.2.4	Any Data seen by HR only such as E&D information	Yes		Termination of Employment + 6 years for successful employees - Termination of employment + 12 months for unsuccessful candidates <input type="checkbox"/>	SECURE DISPOSAL
2.2.5	Payroll Information	Yes	Taxes Management 1970	Wages and salaries records - termination of employment + 6 years	SECURE DISPOSAL
2.2.6	Staff Photos for ID purposes are kept in staff files	Yes		Termination of Employment + 6 years	SECURE DISPOSAL
2.2.7	Staff Photos for Marketing Purposes	Yes		Termination of Employment + 6 years	SECURE DISPOSAL
2.3 MANAGEMENT OF DISCIPLINARY AND GRIEVANCE PROCESSES					
2.3.1	Allegation of a child protection nature against a member of staff including where the allegation is unfounded5	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 than REVIEW. Note allegations that are found to be malicious should be removed from personnel files. If founded they are to be kept on the file	SECURE DISPOSAL These records must be shredded
2.3.2	Disciplinary Proceedings	Yes		Termination of employment + 6 years All disciplinary proceedings will be kept in HR only accessed files in case of legal proceedings	SECURE DISPOSAL [If warnings are placed on personal files they will be kept on the personal file until expiry date - after which they must be weeded from the file and only HR will retain a copy until termination of employment + 6 years]

2.3.3	Grievances	Yes		Person making the grievance (records retained on their file Retention Period Termination of Employment + 6 year – Subject of the Grievance if upheld (record kept Termination of employment + 6 years	SECURE DISPOSAL [If grievances are not upheld they will be removed from personal files and only HR will retain a copy until termination of employment + 6 years]
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2.4 HEALTH AND SAFETY

2.4.1	Health and Safety Policy Statements	No		Permanently	SECURE DISPOSAL
2.4.2	Health and Safety Risk Assessments	No		Life of RA + 3 years	SECURE DISPOSAL
2.4.3	Records relating to accidents/injury at work	Yes	RIDDORS 1995	Date of incident + 3 years Unless the incident involved a child or young person Up to 21 years of age	SECURE DISPOSAL
2.4.4	Accident Reporting	Yes	Social Security (Claims and Payments) Regulations 1979 Regulation 25. Social Security Administration Act 1992 Section 8. Limitation Act 1980		SECURE DISPOSAL
	Adults	Yes		Date of the incident + 6 years (unless it involves a Hazardous Substances)	SECURE DISPOSAL
	Children	Yes		DOB of the child + 25 years (up to 21 years of age)	SECURE DISPOSAL

2.4.5	Control of Substances Hazardous to Health (COSHH)	No	Control of Substances Hazardous to Health Regulations 2002. SI 2002 No 2677 Regulation 11; Records kept under the 1994 and 1999 Regulations to be kept as if the 2002 Regulations had not been made. Regulation 18 (2)	Current year + 40 years	SECURE DISPOSAL
2.4.6	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
2.4.7	Process of monitoring of areas where employees and persons are likely to have become in contact with radiation	No		Last Action + 50 years	SECURE DISPOSAL
2.4.8	Process of monitoring areas where employees and person are likely to be in contact with lead	No		Last Action + 40 years	SECURE DISPOSAL
2.4.9	Fire Precautions log books	No		Current Year + 6 Year	SECURE DISPOSAL
2.5 PAYROLL AND PENSIONS					
2.5.1	Maternity pay records	Yes	Statutory Maternity Pay (General) Regulations 1986 (SI1986/1960), revised 1999 (SI1999/567)	Current Year + 6 Year	SECURE DISPOSAL
2.5.2	Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995	Yes	Taxes Management 1970 - Retirement benefits schemes (information powers) Regulations 1995	Current Year + 6 Year	SECURE DISPOSAL
3. FINANCIAL MANAGEMENT OF THE SCHOOLS					

3.1 RISK MANAGEMENT AND INSURANCE					
3.1.1	Employer's Liability Insurance Certificate	No		Closure of the school + 40 years	SECURE DISPOSAL
3.2 ASSET MANAGEMENT					
3.2.1	Inventories of furniture and equipment	No	Section 221 Companies Act 1985	Current year + 6 Years	SECURE DISPOSAL
3.2.2	Burglary, theft and vandalism report forms	No	Section 221 Companies Act 1985	Current year + 6 Years	SECURE DISPOSAL
3.3 ACCOUNTS AND STATEMENT INCLUDING BUDGET MANAGEMENT					
3.3.1	Annual Accounts	No		Current year + 6 years	STANDARD DISPOSAL
3.3.2	Loans and grants managed by the school	No		Date of last payment on the loan + 12 years then REVIEW	SECURE DISPOSAL
3.3.3	Student Grant applications	Yes		Current year + 6 years	SECURE DISPOSAL
3.3.4	All records relating to the creation and management of budgets including the Annual Budget statement and background papers	No		Life of the budget + 6 years	SECURE DISPOSAL
3.3.5	Invoices, receipts, order books and requisitions, delivery notices	No		Current Financial Year + 6 years	SECURE DISPOSAL
3.3.6	Records relating to the collection and banking of monies	No		Current Financial Year + 6 years	SECURE DISPOSAL
3.3.7	Records relating to the identification and collection of debt	No		Current Financial Year + 6 years	SECURE DISPOSAL
3.4 CONTRACT MANAGEMENT					
3.4.1	All records relating to the management of contracts under seal	No	Limitation Act 1980	Last payment on the contract + 12 years	SECURE DISPOSAL
3.4.2	All records relating to the management of contracts under signature	No	Limitation Act 1980	Last payment on the contract + 6 years	SECURE DISPOSAL
3.4.3	Records relating to the monitoring of contracts	No		Current year + 6 years	SECURE DISPOSAL

3.5 SCHOOL FUND					
3.5.1	School Fund - Cheque books	No		Current year + 6 years	SECURE DISPOSAL
3.4.2	School Fund - Paying in books	No		Current year + 6 years	SECURE DISPOSAL
3.4.3	School Fund – Ledger	No		Current year + 6 years	SECURE DISPOSAL
3.4.4	School Fund – Invoices	No		Current year + 6 years	SECURE DISPOSAL
3.4.5	School Fund – Receipts	No		Current year + 6 years	SECURE DISPOSAL
3.4.6	School Fund - Bank statements	No		Current year + 6 years	SECURE DISPOSAL
3.4.7	School Fund – Journey Books	No		Current year + 6 years	SECURE DISPOSAL
3.6 SCHOOL MEALS MANAGEMENT					
3.6.1	Free school meals register	Yes		Current year + 3 years	SECURE DISPOSAL
3.6.2	School meals register	Yes		Current year + 3 years	SECURE DISPOSAL
3.6.3	School Meals Summary Sheets	No		Current year + 3 years	SECURE DISPOSAL
4. PROPERTY MANAGEMENT					
4.1 PROPERTY MANAGEMENT					
4.1.1	Title deeds of properties belonging to the school	No		PERMANENT These should follow the property unless the property has been registered with the Land Registry	
4.1.2	Plans of property belong to the school	No		These should be retained whilst the building belongs to the school and should be passed onto any new owners if the building is leased or sold.	
4.1.3	Leases of property leased by or to the school	No		Expiry of lease + 6 years	SECURE DISPOSAL
4.1.4	Records relating to the letting of school premises	No		Current year + 6 years	SECURE DISPOSAL
4.2 MAINTENANCE					
4.2.1	All records relating to the maintenance of the school carried out by contractors	No		Current year + 6 years	SECURE DISPOSAL
4.2.2	All records relating to the maintenance of the school carried out by school employees including maintenance log books	No		Current year + 6 years	SECURE DISPOSAL
5. PUPIL MANAGEMENT					
5.1 PUPIL EDUCATIONAL RECORDS					

5.1.1	Pupil's Educational Record required by The Education (Pupil Information) (England) Regulations 2005	Yes	The Education (Pupil Information) (England) Regulations 2005 SI 2005 No. 1437	See below	SECURE DISPOSAL
	Primary	No		Retain whilst the child remains at the primary school	<p>The file should follow the pupil when he/she leaves the primary school. This will include:</p> <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 to be retained for the statutory retention period. <p>If the pupil transfers to an independent school, transfers to home schooling or leaves the country the file should be returned to the Local Authority to be retained for the statutory retention period.</p> <p>Primary Schools do not ordinarily have sufficient storage space to store records for pupils who have not transferred in the normal way. It makes more sense to transfer the record to the Local Authority as it is more likely that the pupil will request the record from the Local Authority</p>
	Secondary		Limitation Act 1980 (Section 2)	Date of Birth of the pupil + 25 years	SECURE DISPOSAL
5.1.2	Examination Results – Pupil Copies	Yes			
	Public			This information should be added to the pupil file	All uncollected certificates should be returned to the examination board.

	Internal			This information should be added to the pupil file	
This review took place as the Independent Inquiry on Child Sexual Abuse was beginning. In light of this, it is recommended that all records relating to child abuse are retained until the Inquiry is completed. This section will then be reviewed again to take into account any recommendations the Inquiry might make concerning record retention					
5.1.3	Child Protection information held on pupil file	Yes	"Keeping children safe in education Statutory guidance for schools and colleges September 2016". "Working together to safeguard children. A guide to inter-agency working to safeguard and promote the welfare of children March 2015"	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
5.1.4	Child protection information held in separate files	Yes	"Keeping children safe in education Statutory guidance for schools and colleges September 2016" "Working together to safeguard children. A guide to inter-agency working to safeguard and promote the welfare of children March 2015"	DOB of the child + 25 years then review This retention period was agreed in consultation with the Safeguarding Children Group on the understanding that the principal copy of this information will be found on the Local Authority Social Services record - Unless transferred to new establishment	SECURE DISPOSAL – these records MUST be shredded
PS:					
5.2.1	Attendance Registers	Yes	School attendance: Departmental advice for maintained schools, academies, independent schools and local authorities October 2014	Every entry in the attendance register must be preserved for a period of three (3) years after the date on which the entry was made.	SECURE DISPOSAL

5.2.2	Correspondence relating to authorized absence	Yes	Education Act 1996 Section 7	Current academic year + 2 years	SECURE DISPOSAL
5.3. SPECIAL EDUCATIONAL NEEDS					
5.3.1	Special Educational Needs files, reviews and Individual Education Plans	Yes	Limitation Act 1980 (Section 2)	Date of Birth of the pupil + 25 years	REVIEW NOTE: This retention period is the minimum retention period that any pupil file should be kept. Some authorities choose to keep SEN files for a longer period of time to defend themselves in a "failure to provide a sufficient education" case. There is an element of business risk analysis involved in any decision to keep the records longer than the minimum retention period and this should be documented.
5.3.2	Statement maintained under section 234 of the Education Act 1990 and any amendments made to the statement	Yes	Education Act 1996 Special Educational Needs and Disability Act 2001 Section 1	Date of birth of the pupil + 25 years [This would normally be retained on the pupil file]	SECURE DISPOSAL unless the document is subject to a legal hold
5.3.3	Advice and information provided to parents regarding educational needs	Yes	Special Educational Needs and Disability Act 2001 Section 2	Date of birth of the pupil + 25 years [This would normally be retained on the pupil file]	SECURE DISPOSAL unless the document is subject to a legal hold
5.3.4	Accessibility Strategy	Yes	Special Educational Needs and Disability Act 2001 Section 14	Date of birth of the pupil + 25 years [This would normally be retained on the pupil file]	SECURE DISPOSAL unless the document is subject to a legal hold
6. CURRICULUM MANAGEMENT					
6.1 STATISTICS AND MANAGEMENT INFORMATION					
6.1.1	Curriculum returns	No		Current year + 3 years	SECURE DISPOSAL
6.1.2	Examination Results (Schools Copy)	Yes		Current year + 6 years	SECURE DISPOSAL

	SATS records – Results	Yes		The SATS results 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 all the whole year SATs results.	SECURE DISPOSAL
	Examination Papers	Yes		These could be kept for current year + 6 years to allow suitable comparison The examination papers should be kept until any appeals/validation process is complete	SECURE DISPOSAL
6.1.3	Published Admission Number (PAN) Reports	Yes		Current year + 6 years	SECURE DISPOSAL
6.1.4	Value Added and Contextual Data	Yes		Current year + 6 years	SECURE DISPOSAL
6.1.5	Self Evaluation Forms	Yes		Current year + 6 years	SECURE DISPOSAL
6.2 IMPLEMENTATION OF CURRICULUM					
6.2.1	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 further retention period or SECURE DISPOSAL
6.2.2	Timetable	No		Current year + 1 year	
6.2.3	Class Record Books	No		Current year + 1 year	
6.2.4	Mark Books	No		Current year + 1 year	
6.2.5	Record of homework set	No		Current year + 1 year	
6.2.6	Pupils' Work	No		Where possible pupils' work should be returned to the pupil at the end of the academic year if this is not the school's policy then current year + 1 year	SECURE DISPOSAL
7. EXTRA CURRICULAR ACTIVITIES					
7.1 EDUCATIONAL VISITS OUTSIDE THE CLASSROOMS					

7.1.1	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
7.1.2	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 Section 4 - "Good Practice".	Date of visit + 10 years	SECURE DISPOSAL
7.1.3	Parental consent forms for school trips where there has been no major incident	Yes		Conclusion of the trip	Although the consent forms could be retained for DOB + 22 years, the requirement for them being needed is low and most schools do not have the storage capacity to retain every single consent form issued by the school for this period of time.
7.1.4	Parental permission slips for school trips – where there has been a major incident	Yes	Limitation Act 1980 (Section 2)	DOB of the pupil involved in the Incident + 25 years The permission slips for all the pupils on the trip need to be retained to show that the rules had been followed for all pupils	SECURE DISPOSAL
7.2 FAMILY LIAISON OFFICERS AND HOME SCHOOL LIAISON OFFICERS					
7.2.1	Day Books	Yes		Current year + 2 years then review	SECURE DISPOSAL

7.2.2	Reports for outside agencies - where the report has been included on the case file created by the outside agency	Yes		Whilst child is attending school and then destroy	SECURE DISPOSAL
7.2.3	Referral forms	Yes		While the referral is current	SECURE DISPOSAL
7.2.4	Contact data sheets	Yes		Current year then review, if contact is no longer active then destroy	SECURE DISPOSAL
7.2.5	Contact database entries	Yes		Current year then review, if contact is no longer active then destroy	SECURE DISPOSAL
7.2.6	Group Registers	Yes		Current year + 2 years	SECURE DISPOSAL

8. CENTRAL GOVERNMENT AND LOCAL AUTHORITIES

8.1 LOCAL AUTHORITIES

8.1.1	Attendance Returns	Yes		Current year + 1 year	SECURE DISPOSAL
8.1.2	School Census Returns	No		Current year + 5 years	SECURE DISPOSAL
8.1.3	Circulars and other information sent from the Local Authority	No		Operational use	SECURE DISPOSAL

8.2 CENTRAL GOVERNMENT

8.2.1	OFSTED reports and papers	No		Life of the report then REVIEW	SECURE DISPOSAL
8.2.2	Returns made to central government	No		Current year + 6 Years	SECURE DISPOSAL
8.2.3	Circulars and other information sent from central government	No		Operational use	SECURE DISPOSAL