
Privacy Notice for Teacher Recruitment and Retention Survey

1 Why are we collecting this data?

The Nuffield Foundation has provided grant funding to the National Foundation for Educational Research (NFER) to carry out a three-year study exploring teacher supply and shortages in England and Wales. As part of this study, NFER will be undertaking a national survey of headteachers in primary and secondary state schools in England. The survey will be administered in autumn 2020 and 2021. The survey is about the school and not the individual who is responding. Schools will be randomly sampled to complete the survey from the national population of schools, and contacted using publicly available contact details from Get Information About Schools. For the second year of the survey, we will approach the schools that completed the first survey and also have a top-up sample to approach if required. Where schools respond to both surveys, responses will be matched to explore changes over time. The findings from the surveys will contribute to the overall aims of the study, which are to gain an understanding of:

- the extent of teacher shortages as reported by schools
- how satisfied schools were with the quality of applicants and appointees
- strategies put in place to mitigate the impact on pupils and other teachers of any unfilled vacancies
- barriers that teacher shortages have imposed upon the school meeting any achievements
- contextual challenges schools face in terms of recruitment and retention
- the impact that Covid-19 has had on teacher recruitment, retention and deployment.

The data collected from this survey will be both factual (e.g. number and type of appointments) and based on perceptions (e.g. self-reported implications of teachers shortages for school operations). The findings will help to identify variations in teacher supply across subject specialisms, regions and different school contexts. Responses to this survey will ultimately help to inform strategies for more effective teacher retention and recruitment in the future. Respondents will have the opportunity to receive an Amazon voucher or a donation to charity as a 'thank you' for completing the survey.

No individual participants or schools will be identified in any report that NFER writes as part of the study.

NFER is the Data Controller for this project. This means that NFER is responsible for deciding how any personal data is used and for keeping it safe.

2 What is the legal basis for processing activities?

The legal basis for processing personal data is covered by:

- GDPR Article 6 (1) (f) which states that: *'the processing is necessary for your (or a third party's) legitimate interests unless there is a good reason to protect the individual's personal data which overrides those legitimate interests'*.

We have carried out a legitimate interest assessment, which demonstrates that the study fulfils one of NFER's core business purposes (undertaking research, evaluation and information activities) and will not cause damage or distress to the data subjects. It has broader societal benefits and will contribute to the evidence base on more effective teacher retention and recruitment.

3 What personal data is being collected by this survey?

Personal data collected as part of the survey administered in autumn 2021 includes:

- Role of respondents
- Contact details (name and email address)
- Experiences of teacher recruitment in the 2020/21 school year
- Experiences of teacher recruitment during the Covid-19 lockdown period
- Experiences of recruitment challenges in 2020/21
- Experiences of staffing shortage subjects in 2020/21 (secondary respondents only)
- Experiences of teacher retention in 2020/21
- Experiences of and views on offering posts to newly qualified teachers in 2021/22
- Experiences of and views on offering initial teacher training placements in 2021/22
- Experiences of and views on deployment of teachers in 2021/22.

4 Who will personal data be shared with?

The survey will be administered using online survey software Questback. Their privacy policy can be found here: <https://www.questback.com/data-privacy/privacy-policy/>

No personal data will be shared with third parties, except where survey respondents agree to receive an Amazon voucher as a 'thank you' for completing the survey. Where this is the case, the names and email addresses provided by respondents will be used to order the vouchers.

No school or individual will be named in any report, presentation or any other publication arising from this project. Findings from the evaluation will only be shared in anonymised form.

5 Is personal data being transferred outside of the European Economic Areas (EEA)?

No personal data is stored or transferred outside of the EEA.

6 How long will personal data be retained?

Personal data collected and used by NFER for the purposes of this evaluation will not be kept longer than is necessary and will be deleted securely in accordance with NFER's internal policy within one year of report publication, currently expected to be 2022.

7 What rights do I have over my personal data?

You have the right:

- to request access to information that we hold about you (subject access request)
- to have your personal data rectified, if it is inaccurate or incomplete
- to request the deletion or removal of personal data where there is no compelling reason for its continued processing
- to restrict our processing of your personal data (for example, permitting its storage but no further processing)
- to object to our processing
- not to be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect on you

If at any time you wish to exercise any of these rights and/or withdraw your data from the project, please contact Tom Kirkup on teacherrecruitmentsurvey@nfer.ac.uk or NFER's Compliance Officer on compliance@nfer.ac.uk with any queries.

8 Who can I contact about this project?

Should you have any queries about this survey, please contact Tom Kirkup on teacherrecruitmentsurvey@nfer.ac.uk

If you have a concern about the way this project processes personal data, we request that you raise your concern with NFER in the first instance (see the details above). If you remain dissatisfied, you can contact the Information Commissioner's Office, the body responsible for enforcing data protection legislation in the UK, at <https://ico.org.uk/concerns/>.

9 Updates

We may need to update this privacy notice periodically so we recommend that you revisit this information from time to time. The date when this privacy notice was last updated is shown in the footer at the bottom of this document.