



Our visions and values:

- Protecting children’s right to play learn and have a voice.
- Keeping parents involved in children’s development
- Governors and staff leading the way on quality
- Working partnership with health professionals and schools
- Being ethical, respectful and tolerant

Data Retention Policy

Status	Non-statutory
Review timetable	2 years
Responsible governors	Premises committee
Last review date	Summer 2025
Date of next review	Summer 2027
The policy is available for staff at:	School offices and shared drive
And for parents/carers at:	On request from school offices

Policy audit

version	Revision date	Revised by	Section revised
V1	16.11.21		n/a
V2	24.3.23		No changes
V3	April 2025	Alison Emmett, Hasina Rashid	Many changes, bringing it closer to actual FANS practice

1) The purpose of the retention Policy

The retention policy 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) What to do with records once they have reached the end of their administrative life

a) 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.

b) 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 the Archives.

c) 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 digital media.

The lifespan of the media and the ability to migrate data where necessary should always be considered.

1. Governors			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
Minutes			
<ul style="list-style-type: none"> Principal set (signed on Governor Hub) 		Permanent	Retain in school for 6 years from date of meeting
Agendas		Date of meeting	DESTROY
Link governor reports		Date of report + 6 years	Retain in school for 6 years from date of meeting
Instrument of Government		Permanent	Retain in school whilst school is open
Trusts and Endowments		Permanent	Retain in school whilst operationally required
Strategic plans		Date of action plan + 3 years	DESTROY
Policies and procedures - final documents		Expiry of policy	Retain in school whilst policy is operational (this includes if the expired policy is part of a past decision making process)
Complaints files		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
Reports required by the Department for Education and Skills		Date of report + 10 years	

2. Management			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
Correspondence created by head teachers, deputy head teachers, heads of year and other members of staff with administrative responsibilities		Date of correspondence + 3 years	DESTROY
Headteacher's / Senior Leadership Team reports		Date of Report + 3 years	DESTROY
Teacher appraisals and supervision		6 years	DESTROY
School development plans		6 years	Review

3. Pupils			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
Admission Registers		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.
Attendance registers		Date of register + 3 years	SECURE DISPOSAL
Family Information form data stored on SIMS		DOB of the pupil + 25 years	SECURE DISPOSAL
Emergency Contact details		Destroy once child had left setting (unless the information is collected for anything other than emergency contact)	SECURE DISPOSAL
Special Educational Needs files, reviews and Individual Education Plans		DOB of the pupil + 52 year	SECURE DISPOSAL
Letters authorising absence		Date of absence + 2 years	DESTROY
Any other records created in the course of contact with pupils		Current year + 3 years	Review at the end of 3 years and either allocate a further retention period or SECURE DISPOSAL
Statement maintained under The Education Act 1996 - Section 324	SEN and Disability Act	DOB + 30 years	SECURE DISPOSAL unless legal action is pending
Proposed statement or amended statement	SEN and Disability Act	DOB + 30 years	SECURE DISPOSAL unless legal action is pending
Advice and information to parents regarding educational needs	SEN and Disability Act	12 years	SECURE DISPOSAL unless legal action is pending
Records of Transfer (all the data stored on SIMS)		Date of leaving	Transferred via secure connection to the Primary School where the child is going

4. Curriculum			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
Curricular Goals		Current year + 6 years	DESTROY
Insight tracking and EYFS profiles for children who defer to the end of EYFS		Current year + 3 years	DESTROY
Educational Visits: Risk Assessment, Invitation Letter, and list of attendees		Date of visit + 10 years	
Curriculum plans		Current year + 1 year	
Timetable: Our Nursery Day, as on the website		Current year + 1 year	
Special Book			To be sent home with the child

5. Personnel			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
Timesheets, sick pay records		Current year + 6 years	SECURE DISPOSAL
Staff Personal (HR) files		Termination + 7 years	Archived on exit then SECURE DISPOSAL
Interview notes and recruitment records		Date of interview + 6 months	SECURE DISPOSAL
Pre-employment vetting information (including DBS checks)	DBS guidelines	Date of check + 6 months	SECURE DISPOSAL
Disciplinary proceedings:			
• <i>Oral warning</i>		Date of warning + 6 months	SECURE DISPOSAL
• <i>written warning – level one</i>		Date of warning + 6 months	SECURE DISPOSAL
• <i>written warning – level two</i>		Date of warning + 12 months	SECURE DISPOSAL
• <i>final warning</i>		Date of warning + 18 months	SECURE DISPOSAL
Records relating to accident/injury at work		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 appraisal/assessment records		Current year + 5 years	DESTROY
Maternity pay records	Statutory Maternity Pay Regulations	Current year, +3yrs	SECURE DISPOSAL
Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995		Current year + 6 years	SECURE DISPOSAL

6. Health and Safety			
Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
Accessibility Plans	Disability Discrimination Act	Current year + 6 years	DESTROY
Accident Reporting	Social Security Regulations		
• <i>Adults</i>		Current year + 3 years	SECURE DISPOSAL
• <i>Children</i>		DOB + 25 years	SECURE DISPOSAL
Statement of procedure to be followed in the event of a child being lost or not collected		Procedure superseded + 7 years	
Administering Medicine permissions forms and records		DOB + 25 years	SECURE DISPOSAL
COSHH		Current year + 10 years	Review

Critical Incident and RIDDOR reports		Current year + 20 years	SECURE DISPOSAL
H&S Policy Statements		Date of expiry + 1 year	DESTROY
Risk Assessments		Current year + 3 years	DESTROY
Process of monitoring of areas where employees and persons are likely to have come in contact with radiation (on Smartlog)		Last action + 50 years	DESTROY
Fire Precautions Procedure and log books		Procedure superseded + 7 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

7. Administrative

Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
Employer's Liability certificate		Permanent whilst the school is open	DESTROY once the school has closed
School Website		Current Year then review	Review to see whether a further retention period is required, if contact no longer active then destroy
School email (LGFL)		Termination + 7 years	Archived on exit then SECURE DISPOSAL
School brochure/leaflets		Current year + 3 years	DESTROY
Newsletters, ephemera		Current year + 1 year	Review to see whether a further retention period is required
Visitors' book		Current year + 2 years	Review to see whether a further retention period is required

8. Finance

Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
FMS / HCSS Software		Termination date + 7 years	SECURE DISPOSAL
Annual Accounts	Financial Regulations	Current year + 6 years	
Loans and grants	Financial Regulations	Date of last payment on loan + 12 years	Review to see whether a further retention period is required
Contracts		Contract completion date + 6 years	DESTROY
Copy orders		Current year + 2 years	DESTROY
Budget reports, budget monitoring etc		Current year + 3 years	DESTROY

Invoice, receipts and other records covered by the Financial Regulations	Financial Regulations	Current year + 6 years	DESTROY
Annual Budget and background papers		Current year + 6 years	DESTROY
Debtors' Records	Limitation Act	Current year + 6 years	DESTROY
Applications for free school meals, travel, uniforms etc		Whilst child at school	DESTROY
Student grant applications		Current year + 3 years	DESTROY
Free school meals registers	Financial Regulations	Current year + 6 years	DESTROY

8. Finance

Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
Petty cash books	Financial Regulations	Current year + 6 years	DESTROY

9. Property

Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
Title Deeds		Permanent	These should follow the property
Plans		Permanent	Retain in school whilst operational then
Maintenance and contractors	Financial Regulations	Current year + 6 years	DESTROY
Leases		Expiry of lease + 6 years	DESTROY
Lettings		Current year + 3 years	DESTROY
Maintenance log books		Last entry + 10 years	DESTROY
Contractors' Reports		Current year + 6 years	DESTROY

10. DfES

Basic file description	Statutory Provisions	Retention Period [operational]	Action at the end of the administrative life of the record
OFSTED reports and papers		Replace former report with any new inspection report	Review to see whether a further retention period is required
Returns		Current year + 6 years	DESTROY
Circulars from DfES		Whilst operationally required	Review to see whether a further retention period is required