

Brasenose Colleges GDPR ROPA - Employees, Fellows (Not Employed), Senior Common Room Member & Academic Visitors - v1.4 (Reviewed July 2023)

ID	Category of personal data	Source of the data	Why we process it	How long we keep this data	Our lawful basis for processing	Details relating to lawful basis (where applicable)	Special category grounds	Special category- details of public interest etc (where appropriate)	Criminal Conviction Grounds	Criminal conviction grounds (further information)
1	Recruitment records: your personal contact details, application paperwork, evidence of qualifications, references, requests for special arrangements or waiver of eligibility criteria, and selection committee reports. (Not including criminal conviction data, if applicable).	We obtain this data from the University of Oxford. We obtain this data from you. We generate this data about you. We obtain this data from your referees.	To enable us to consider whether to enter into a contract of employment with you. Certain parts of the record are also held as part of College compliance with immigration law, and/or entered into the College archive after 6 years.	Unsuccessful applicant data is destroyed not later than 12 months after the date of notification of the outcome of your application, except: 1. to the extent that details are recorded in College administrative records, such as Governing Body paper and minutes, such documents are stored in the College archive permanently; 2. where the successful applicant is a Tier 2 or Tier 5 visa applicant, sponsored by the College, copies of the following recruitment records (for all shortlisted applicants in the relevant recruitment process) will be kept by the College for the time periods required under UK Visas and Immigration guidance, as amended from time to time. 3. Recruitment records for key senior appointments are kept permanently for historical purposes	Processing is necessary in order to take steps at your request prior to entering a contract Processing is necessary for compliance with a legal obligation Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	The College has a legitimate interest in maintaining a record of its recruitment activities, and holding appropriate management and administration records. Processing is necessary for compliance with employment law.	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws		N/A	
2	Recruitment records: Passport, right to work and visa information.	We obtain this data from the University of Oxford. We obtain this data from the Home Office/UKVI. We obtain this data from you.	To enable us to assess your right to work in the United Kingdom and take steps to meet immigration requirements where necessary.	These records must be kept for the duration of employment and for a further two years after the University ceases to sponsor the visa holder [Home Office and UK Visas and Immigration retention requirement].	Processing is necessary in order to take steps at your request prior to entering a contract. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms.	Processing is necessary for compliance with immigration and employment law.	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws		N/A	
3	Recruitment & appointment records: equality monitoring data. This may consist of data concerning health, sexuality, ethnicity or religious beliefs.	We obtain this data from you	For equality and diversity monitoring purposes.	This information will only be held and processed in anonymised form. This information will be kept in perpetuity in an anonymised form for College records and monitoring purposes.	Processing is necessary in order to take steps at your request prior to entering a contract Processing is necessary for compliance with a legal obligation Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	Processing is necessary for compliance with equality law.	Processing is necessary for the purposes of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment and social security and social protection law in so far as it is authorised by EU providing for appropriate safeguards for the fundamental rights and the interests of the data subject. Substantial public interest under the UK Data Protection Act 2018	The processing is of data concerning health, sexuality, ethnicity or religious beliefs and is necessary for equality of opportunity of treatment purposes in accordance with the conditions and safeguards specified in the Data Protection Act 2018, with a view to promoting or maintaining such equality.	N/A	
4		We obtain this data from the University of Oxford. We obtain this data from you. We generate this data about you.	To document the process under which applicants are considered for positions, and successful applicants are engaged as employees or office-holders at the College.	Recruitment records of successful applicants will be retained for 30 years from the date of the end of your contract of employment. Recruitment records for unsuccessful applicants are destroyed not later than 12 months after the date of notification of the outcome of your application	Processing is necessary in order to take steps at your request prior to entering a contract Processing is necessary for compliance with a legal obligation Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	The College has a legitimate interest in maintaining a record of its recruitment activities, and holding appropriate management and administration records. The College stores various records in compliance with immigration law requirements.	N/A		N/A	
5	Recruitment records: medical/health and disability information	We obtain this data from you. Third party.	To enable us to make appropriate adjustments during the recruitment process	For unsuccessful applicants - not later than 12 months after the date of notification of the outcome of your application. For successful candidates - this information will be held for one year from the date of the end of your employment/association.	Processing is necessary in order to take steps at your request prior to entering a contract. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms.	The College has a legitimate interest in maintaining a record of its recruitment activities, and holding appropriate management and administration records.	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws. Processing is necessary for the purposes of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment and social security and social protection law in so far as it is authorised by EU providing for appropriate safeguards for the fundamental rights and the interests of the data subject.		N/A	
6	Appointment records: criminal conviction and Disclosure and Barring Service information.	We obtain this data from you. Third party.	As part of the application process to assist us in making recruitment decisions.	For 6 months following your appointment to the relevant role. Information relating to criminal convictions collected in the course of the recruitment process will be deleted once the DBS check has yielded a satisfactory or unsatisfactory result. DBS certificate information will be retained for 6 months from the date of your appointment.	Processing is necessary in order to take steps at your request prior to entering a contract. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	To the extent that a role will involve working with minors, processing is necessary for compliance with safeguarding law.	N/A	The processing meets a condition in Parts 1-2 of Schedule 1 to the Data Protection Act 2018	Processing is necessary for the purpose of performing or exercising obligations or rights imposed or conferred by law in connection with employment, in circumstances where the College has an appropriate policy document in place. Processing is necessary for the protection of the public against dishonesty, unfitness or incompetence.	
7	Appointment records: role details, negotiations, probation period and contract details (including salary).	We obtain this data from the University of Oxford We generate this data about you	To record the terms under which staff and office-holders are engaged by the College.	Appointment records will be retained for 30 years from the date of termination of your employment. This is in order to maintain complete and accurate records of your employment contract.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms.	We have a legitimate interest in recording key information about our mutual employment obligations.	N/A		N/A	
8	Employment records: Bank account, sort code, BACS ID, National Insurance number, salary details, payslips, bonus details, tax forms, tax codes and payments information.	We obtain this data from you. We generate this data about you. Third party.	Processing is necessary for the operation of the College payroll and benefits system.	PAVE and payroll data will be retained for 6 plus current tax year for the purposes of reporting to HMRC.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We have a legal obligation to report salary details to HMRC. We have a legitimate interest in operating and ensuring appropriate use of the College payroll.	N/A		N/A	
9	Employment records: Bank account, sort code and personal card details, expense allowances and expense claims.	We obtain this data from you. Third party.	To enable us to monitor expense claims made and make necessary payments.	Data relating to expenses allowances and expense claims will be retained for 7 years from termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We have a legal obligation to manage expenses claims to the satisfaction of HMRC. We have a legitimate interest in operating and ensuring appropriate use of the College payroll.	N/A		N/A	

10	Employment records: Pension membership data including identification numbers, quotes and projections, terms, opt-in and opt-out notices, benefits and contributions.	We obtain this data from you. Third party.	In order to enable your enrolment in to your pension scheme and to make contributions.	Most records relating to your pension will be retained for up to 30 years following the end of your employment. After that time, only a skeleton record will be held, setting out the name of the provider, the date the employee joined the pension scheme and (where applicable) the date of retirement. It is expected that former staff will be able to obtain all relevant data on their pension from the relevant pension provider, in perpetuity.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We have a legal obligation to maintain records of pension contributions. We, and you, have a legitimate interest in being able to request this data from the pensions provider at your request, and discussing it with you, including any implications of adjustments.	N/A		N/A	
11	Employment records: Other data relating to your occupational pension scheme, including: (a) death in service benefit nominations; (b) health information about you (as a result of incapacity retirement benefit); (c) information about your spousal or other relationships which might identify your sexuality; (d) absence information, which might allow the reverse engineering of trade union affiliation in the case of strike absences.	We obtain this data from you. We generate this data about you. Third party.	In order to be able to provide required information to your occupational pension scheme provider.	Most records relating to your pension will be retained for up to 30 years following the end of your employment. After that time, only a skeleton record will be held, setting out the name of the provider, the date the employee joined the pension scheme and (where applicable) the date of retirement. It is expected that former staff will be able to obtain all relevant data on their pension from the relevant pension provider, in perpetuity.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We have a legal obligation to enable the correct calculation and processing of pension benefits, together with reporting to HMRC. We, and you, have a legitimate interest in being able to provide this information to your occupational pension scheme provider, to enable the provider to operate the pension in accordance with the scheme and your and their respective rights and obligations.	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws. Processing is necessary for the assessment of the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment.	N/A		
12	Employment records: Employee and office-holder benefits scheme membership details, including (where relevant) but not limited to subscriptions for childcare vouchers and details of relevant childcare providers used, healthcare interest free loans, cyclescheme and travel passes.	We obtain this data from you We generate this data about you Third party	As part of the proper functioning of the employee and office holder benefits system.	Your contact details will be retained for a period of 30 years from the date of termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We have a legal obligation to enable the correct calculation and processing of employee benefits. We, and you, have a legitimate interest in being able to provide this information to your benefits provider, to enable them to operate the benefits scheme in accordance with your and their respective rights and obligations.	N/A		N/A	
13	Contact details (name, addresses, telephone numbers), as amended from time to time.	We obtain this data from the University of Oxford. We obtain this data from you. We generate this data about you.	In order to be able to contact you in your role as an employee or office holder at the College, and (where applicable) to comply with immigration law. These details will also appear on documents and materials held in the College archive.	Your contact details will be retained for a period of 30 years from the date of termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	It is in your, and our, legitimate interests for us to have the means to contact you when necessary in certain situations.	N/A		N/A	
14	Employment records: Next of kin/emergency contact data	We obtain this data from you	To enable us to contact appropriate individuals in the event that you are injured, become unwell, or there other relevant cause for concern regarding your well-being.	Your contact details will be retained for a period of 30 years from the date of termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	It is in your, and our, legitimate interests for us to have the means to contact a family member or other designated representative in a situation where there is significant concern for your welfare.	N/A		N/A	
15	Employment records: Conflict of interest declarations	We obtain this data from you	To enable us to identify when your personal or family interests and/or loyalties conflict with those of the College.	These records will be kept for 30 years from the termination of employment. If declarations are mentioned during governing body sessions, the minutes will be retained in the College archive in perpetuity.	Processing is necessary for compliance with a legal obligation Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We have a legitimate interest in understanding when your interests may conflict with those of the College, and when you will be unable to contribute to College management and/or decisions. We also have a legal obligation to process this data - Conflict of Interest & Bribery Act	N/A		N/A	
16	Employment records: Biometric data (fingerprint-based)	We obtain this data from you	To enable the clocking on/off process for casual workers.	These records will be deleted immediately following the termination of your employment/association or withdrawal of consent to processing.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	It is in your, and our, legitimate interests for us to have accurate records of casual workers working hours	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws	N/A		
17	Employment records: Dietary information	We obtain this data from you	To ensure that you are provided with foods meeting your personal, philosophical and health requirements.	We retain this information for the length of your employment contract / association, in order to ensure you are provided with foods meeting your personal requirements. Dietary information is deleted within 12 months of the end of your contract / association.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	Processing is necessary for compliance with food safety and food standards law. We, and you, also have a legitimate interest in ensuring that you receive appropriate service on an ongoing basis.	Substantial public interest under the UK Data Protection Act 2018	Where it processes special category data in relation to your dietary requirements, the College does so in pursuit of its compliance with consumer protection, health and safety and equality legislation. It processes the data for the purposes of preventing an unlawful breach of such legislation and/or the exercise of functions pursuant to its legal obligations.	N/A	
18	Employment records: Probation period records, including dates, duration, feedback and evaluations, and materials relating to any decisions made.	We obtain this data from the University of Oxford. We generate this data about you	To manage the probationary period in line with your contract with the College and College procedures.	This data will be retained for 30 years from the date of termination of your employment/association.	Processing is necessary for performance of our contract with you	N/A	N/A		N/A	
19	Employment records: Learning and development records, including your attendance, completions, and certifications.	We obtain this data from you. We generate this data about you. Third party.	As part of an accurate and up to date record of your employment by the College.	This data will be retained for 30 years from the date of termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	Processing in some instances is necessary to comply with our legal obligations in relation to the mandatory provision of training on specific issues to employees and office holders. We, and you, also have a legitimate interest in our holding an up to date record of your learning and development achievements, for workforce planning and recognition. We also have a legitimate interest in holding this data in the College Archive as part of our record of College life.	N/A		N/A	
20	Employment records: Promotion and progression materials including applications, references and supporting materials, records of deliberations, decision notifications, feedback and awards; long service awards. Recognition of distinction exercise applications and references.	We obtain this data from the University of Oxford. We obtain this data from you. We generate this data about you. Third party.	For the proper functioning of the promotion application and award process. relevant personal data may also be placed in the College archives as part of the record of College committee discussions.	This data will be retained for a period of 30 years from termination of your employment. Data which is of particular public, scientific or historical interest will be retained in perpetuity as part of the College archives.	Processing is necessary for performance of our contract with you. Processing is necessary in order to take steps at your request prior to entering a contract. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	In relation to College archives, the College has a legitimate interest in holding records about employee and office-holder advancement.	N/A		N/A	
21	Employment records: Grievances and related investigations raised with the College and relating to you, including records of any investigation and/or decision that we take, and of any subsequent appeal of resolution.	We obtain this data from you. We generate this data about you. Third party.	As an employer we are required to make appropriate records as part of the handling of grievances and related investigations.	This data will be retained for a period of 30 years from termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	Processing of this data is necessary to comply with employment law. We, you, and other parties who are involved, also have a legitimate interest in the proper investigation and handling of relevant complaints, disputes and grievances.	N/A		N/A	

22	Employment records: Disciplinary or harassment records: If a disciplinary, harassment or similar complaint is made to the College in relation to you, including records of any investigation and / or decision that we take, dismissal records, settlements, and of any appeals process.	We obtain this data from the University of Oxford. We obtain this data from you. We generate this data about you. Third party	To investigate, consider and reach conclusions in relation to employee and office holder disciplinary matters.	This data will be retained for a period of 30 years from termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	Processing of this data is necessary to comply with employment law. We, you, and other parties who are involved, also have a legitimate interest in the proper investigation and handling of alleged disciplinary incidents or harassment.	N/A		The processing meets a condition in Parts 1-3 of Schedule 1 to the Data Protection Act 2018	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws
23	Employment records: Appraisal information, including objectives, feedback given to and received about you, records of appraisal discussions and Personal Development Plans	We obtain this data from you. We generate this data about you. Third party	To monitor, assist in and record your professional development.	This data will be retained for a period of 30 years from termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	Processing of this data is necessary to comply with employment law. We, and you, have a legitimate interest in the management of your performance and development at work.	N/A		N/A	
24	Employment records: Capability procedure records, including reasons for commencing the process, relevant performance indicators, records of review meetings and feedback, decisions and outcomes.	We obtain this data from the University of Oxford. We obtain this data from you. We generate this data about you. Third party	To support the development of our employees and to appropriately manage under-performance.	This data will be retained for a period of 30 years from termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We, and you, have a legitimate interest in managing any perceived under-performance appropriately.	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws. Processing is necessary for the assessment of the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment.	To the extent that capability is due to ill health or reasons linked to 'special category' information as defined under GDPR.	N/A	
25	Employment records: Staff rotas, flexible and part-time working arrangements, time sheets, casual work claim forms, and attendance records	We obtain this data from you. We generate this data about you	For payroll administration and employee performance monitoring.	This data will be retained for a period of 30 years from termination of your employment/association. Casual work claims forms will be retained for 10 years.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We have a legal obligation to report accurate pay details to HMRC. We, and you, have a legitimate interest in accurately recording working hours.	N/A		N/A	
26	Employment records: Sabbatical entitlements, including proposed dates, historical sabbatical periods, plans for the use of sabbatical time and reports on sabbaticals taken.	We obtain this data from you We generate this data about you	For the management of your sabbatical entitlements, to ensure sufficient cover for your role during your absence, and as part of your record of employment with the College. To the extent that sabbatical data is discussed in College committee, personal data may also be recorded in the College archive in the meeting minutes.	This data will be retained for a period of 30 years from termination of your employment. If discussions relating to sabbatical entitlements are mentioned during sessions of Governing Body or College Committees, the minutes will be retained in the College archive in perpetuity.	Processing is necessary for performance of our contract with you. Processing is necessary for the performance of a task carried out in the public interest. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	To the extent that our purposes support the provision of teaching within the College, processing is necessary for the performance of a public task. For other purposes, we have a legitimate interest in monitoring and managing the availability of employees and office-holders.	N/A		N/A	
27	Employment records: Leave and buy-out requests, including records of request consideration and decisions.	We obtain this data from the University of Oxford. We obtain this data from you.	To manage requests for teaching remission subsequent to successful grant applications and to record absences.	This data will be retained for a period of 30 years from termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We, and you, have a legitimate interest in ensuring that you maintain an adequate work/life balance.	N/A		N/A	
28	Employment records: Absence records (including but not limited to vacation, maternity/paternity/shared parental leave, time off for dependants, career breaks, etc.)	We obtain this data from you. We generate this data about you. Third party.	To record, monitor, plan for and respond to absences.	This data will be retained for a period of 30 years from termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	Processing of this data is necessary to comply with employment law and our obligations to HMRC. We, you, and other parties who are involved, also have a legitimate interest in recording absences for monitoring and planning purposes.	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws. Processing is necessary for the assessment of the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment.	To the extent that absences are due to ill health or reasons linked to 'special category' information as defined under GDPR.	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws	To the extent that absences are due to allegations of criminal behaviour or criminal convictions.
29	Employment records: Sickness records and related documentation, including sickness absence forms, doctor's certificates, employee 'Fit' notes, return to Work documentation.	We obtain this data from you. We generate this data about you. Third party.	To comply with our obligations as an employer in the management of employees suffering ill health, to monitor reasons for absences, to consider relevant Health and Safety issues arising and to assist in scheduling of employee time.	This data will be retained for a period of 30 years from termination of your employment. Medical records relating to the Control of Asbestos at Work Regulations, Control of Substances Hazardous to Health Regulations or Control of Lead at Work Regulations will be retained for 40 years.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	Processing of this data is necessary to comply with employment and equality law. We, you, and other parties who are involved, also have a legitimate interest in your health issues for absence & workplace planning purposes.	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws. Processing is necessary for the assessment of the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment.	To the extent that absences are due to ill health or reasons linked to 'special category' information as defined under GDPR.	N/A	
30	Employment records: Medical questionnaires, notes and occupational health reports, including specifics of health issues, records of consequent adjustments, and communications relating thereto.	We obtain this data from you. We generate this data about you. Third party.	For Occupational Health purposes and in compliance with our obligations under equality legislation.	This data will be retained for a period of 30 years from termination of your employment. Medical records relating to the Control of Asbestos at Work Regulations, Control of Substances Hazardous to Health Regulations or Control of Lead at Work Regulations will be retained for 40 years.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms. Specific consent will be sought where health reports are requested.	Processing of this data is necessary to comply with employment and equality law. We, you, and other parties who are involved, also have a legitimate interest in your health issues for workplace planning purposes.	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws. Processing is necessary for the assessment of the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment.	To the extent that issues and/or absences are due to ill health or reasons linked to 'special category' information as defined under GDPR.	N/A	
31	Employment records: Health and Safety Assessments	We obtain this data from you. We generate this data about you. Third party.	To enable us to make appropriate adjustments to your working environment and duties to accommodate changes in your physical and/or mental condition.	This data will be retained for 30 years from the date of termination of your employment/association, unless the assessment relates to the conduct and results of risk assessments of work which exposes employees to asbestos where records of assessments will be retained for 40 years.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms. Specific consent will be sought where health reports are requested.	Processing of this data is necessary to comply with employment, equality and Health & Safety law. We, you, and other parties who are involved, also have a legitimate interest in your health issues for workplace planning purposes.	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws. Processing is necessary for the assessment of the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment.	To the extent that issues and/or absences are due to ill health or reasons linked to 'special category' information as defined under GDPR.	N/A	
32	Employment records: Housing applications, information, decisions and arrangements: tenancy applications, related correspondence, tenancy agreements, rents, deposits and fee details.	We obtain this data from you We generate this data about you	For the management of College-owned housing used for employee and office-holder occupation.	Records relating to housing applications will be retained for 7 years from the date on which the tenancy ends [HMRC retention requirement].	Processing is necessary for performance of our contract with you Processing is necessary in order to take steps at your request prior to entering a contract Processing is necessary for compliance with a legal obligation	We are required by law to place deposits in certain deposit schemes, and hold appropriate records in relation to the same.	N/A		N/A	
33	Employment records: Housing applications, information, decisions and arrangements: details of College-owned residential property occupants, including names, ages, disability details, nationality and immigration status data.	We obtain this data from you	For the proper management of College-owned housing used for employee and office-holder occupation.	These records will be retained for one year from the date on which the tenancy ends, or until superseded by a follow-up check [Home Office retention requirements].	Processing is necessary for performance of our contract with you Processing is necessary in order to take steps at your request prior to entering a contract Processing is necessary for compliance with a legal obligation Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We are required by law to confirm and hold appropriate records regarding the immigration status of tenants. We also have a legitimate interest in knowing who the occupants of College properties are.			N/A	

34	Employment records: Joint equity scheme arrangements, including title documents, copies of mortgage paperwork and payment records	We obtain this data from you We generate this data about you Third party	For the proper functioning of the College joint equity scheme arrangement.	These records will be retained for 7 years following release of the College's charge over the property.	Processing is necessary for performance of our contract with you. Processing is necessary in order to take steps at your request prior to entering a contract. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We, and you have a legitimate interest in ensuring that the joint equity scheme arrangement is properly documented and managed.	Substantial public interest under the UK Data Protection Act 2018	To the extent that it is necessary to process special category data, this will be done for reasons of substantial public interest under the UK Data Protection Act 2018.	The processing is necessary for the purpose of obtaining legal advice The processing meets a condition in Parts 1-3 of Schedule 1 to the Data Protection Act 2018	To the extent that criminal conviction data is relevant and processed by use in relation to the joint equity scheme, we would process it for the purpose of obtaining legal advice.
35	Employment records: References provided by, or in relation to, you	We obtain this data from you. We generate this data about you. Third party.	References in relation to you are provided for a number of reasons, including enabling you to seek alternative employment or take up voluntary posts, allowing you to access certain libraries and archives, and for provision to prospective landlords. References provided by you are held in order that the College has a record of recommendations or comments made by employees and office-holders in their official capacity.	Records of references will be kept for 30 years from termination of employment/association. An entry noting that a reference was provided will be retained on your skeleton employment record permanently.	Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We, and you have a legitimate interest in providing you with references and keeping a record of what was said. We also have a legitimate interest in keeping a record of recommendations or comments made by employees and office-holders in their official capacity.	N/A		N/A	
36	Employment records: End of employment records, including details of exit interviews, relevant correspondence, and redundancy records (redundancy details, calculations of payments, refunds, notification to the Secretary of State) or termination records.	We obtain this data from you. We generate this data about you. Third party.	To understand the reasons that employees and office holders leave, to identify trends and issues, and to enable us to make improvements going forward. Where employees have left due to redundancy or their contracts have been terminated, we keep records to ensure we can respond appropriately to any ongoing queries.	These records will be retained for 6 years from the date of termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for compliance with a legal obligation. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms. Specific consent will be sought where health reports are requested during the course of an ill-health retirement or if the termination of employment is as a result of an allegation or conviction of a criminal offence.	Processing of this data is necessary to comply with employment law and HMRC processing. We, and other members of the College, have a legitimate interest in understanding the reasons that employees and office holders leave. We also have a legitimate interest in holding appropriate records relating to potentially contentious decisions.	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws. Processing is necessary for the assessment of the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment.	To the extent that issues and/or absences are due to ill health or reasons linked to 'special category' information as defined under GDPR.	You have consented to the processing. The processing relates to personal data that you have manifestly made public. The processing is necessary in connection with legal proceedings (including prospective legal proceedings) The processing is necessary for the purpose of obtaining legal advice.	Where allegations of, or convictions for, criminal offences are held as part of leaver records, this data will usually be either public information, held for the purpose of obtaining legal advice in connection with legal proceedings, be necessary for the exercise of a function conferred on the College by an enactment or the rule of law, or held in the public interest for the purpose of protecting the public against unfitness, improper conduct or similar. Where no such grounds for processing this data apply, it will be held and processing only based on your consent.
37	Business records: Event and meal bookings, including details of monies stored on College payment systems and any charges paid/outstanding.	We obtain this data from you. We generate this data about you. Third party.	For the management of College catering provision	Records of outstanding payments will be retained until they are paid in full. Records relating to event and meal bookings will be retained for ten years after the end of the academic year in which the event took place.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We have a legitimate interest in the sound and efficient management of College catering and events, including recording the identity of attendees, and recording and arranging for the recovery of monies owed.	N/A		N/A	
38	Business records: Room bookings	We obtain this data from you We generate this data about you	As part of the administration and management of College property.	This data will be retained for ten years from the end of the relevant academic year.	Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	The College has a legitimate interest in the proper management of College facilities, in maintaining the security of College premises, in understanding the purposes for which facilities have been reserved, and in recording the identities of those booking College facilities.	N/A		N/A	
39	Business records: Computer and email information, including login, username and password information for College IT systems, IP addresses of devices you connect to College IT systems, equipment allocated to you, and details of when you connected or logged in to our network, records of internet usage.	We obtain this data from the University of Oxford We generate this data about you	For the proper management of College IT resources.	Records will be destroyed one year after closure of your IT accounts.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We have a legitimate interest in the proper management of College IT resources.	N/A		N/A	
40	Business records: Records of information security incidents and of PC misuse incidents	We obtain this data from the University of Oxford. We generate this data about you.	To ensure that our systems are appropriately updated and secure, and in case records are required for subsequent disciplinary or police investigations.	This data will be retained for a period of one year from the last date of action in relation to the incident.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	The College has a legitimate interest in the effective management, and proper use, of its IT systems.	N/A		The processing is necessary for the purpose of obtaining legal advice or is otherwise necessary for establishing, exercising or defending legal rights. The processing meets a condition in Parts 1-3 of Schedule 1 to the Data Protection Act 2018	Most commonly such data would be processed in connection with the detection or prevention of an unlawful act.
41	Business records: Email contact information used in ad hoc mailing lists, for example for College events.	We obtain this data from you. We generate this data about you. Third party.	To enable employees and office-holders to participate in College events.	Your email contact data will be removed from mailing lists within three months of the termination of your employment/association.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	The College, its employees and office holders have a legitimate interest that employees and office holders are notified of College events.	N/A		N/A	
42	Business records: Allocation of key fobs/access cards.	We generate this data about you	To enable you to access College facilities while maintaining the security of the College	This information will be retained for one year after termination of your employment/association.	Processing is necessary for performance of our contract with you		N/A		N/A	
43	Business records: Records generated for legal or statutory compliance purposes that contain names and/or associated personal data. For example, copies of data supplied pursuant to requests made under data protection and/or freedom of information legislation, records made to comply with safeguarding, health and safety or counter-terrorism legislation, in connection with legal advice or claims, or to comply with auditors' requirements.	We generate this data about you	So that we have a record of information supplied, both in the interests of good administration and also to meet legal and regulatory requirements.	This data will be retained for a period of 7 years from the termination of your employment, unless there is compelling justification for the data to be retained for a longer period eg in connection with legal advice, or in relation to auditing obligations.	Processing is necessary for compliance with a legal obligation	Processing is necessary to comply with a variety of legal requirements including, but not limited to, Data Protection, Terrorism, Health & Safety, etc.	Substantial public interest under the UK Data Protection Act 2018	Where it processes special category data for these purposes, the College is exercising functions conferred under legislation. The processing is necessary for reasons of substantial public interest, namely the requirement for the College to comply with its statutory and legal obligations.	The processing meets a condition in Part 2 of Schedule 1 to the Data Protection Act 2018	Where it processes special category data for these purposes, the College is exercising functions conferred under legislation. The processing is necessary for reasons of substantial public interest, namely the requirement for the College to comply with its statutory and legal obligations.
44	Business records: Security records, including CCTV, access control records and access logs. Security incidents, accident reports and health and safety records.	We generate this data about you	To monitor the attendance of people on College premises, as part of the College's safety and security arrangements.	CCTV records, access control, and access logs are retained for six months. Security incidents, accident reports, and health and safety records are retained for 6 years from creation. If such incidents are mentioned during governing body sessions, the minutes will be retained in the College archive in perpetuity.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We, and residents of the College, have a legitimate interest in restricting access to College property to authorised persons, maintaining a record of access and maintaining a record of incidents occurring on College property.	Processing is necessary for carrying out obligations or exercising our or your rights or obligations in employment or social security/protection as authorised by UK laws.	The College also processes special category information in pursuit of a substantial public interest under the Data Protection Act 2018: exercising our functions and/or detecting or preventing unlawful acts under Health and Safety and similar legislation.	The processing is necessary in connection with legal proceedings (including prospective legal proceedings), obtaining legal advice or is otherwise necessary for establishing, exercising or defending legal rights. The processing meets a condition in Parts 1-3 of Schedule 1 to the Data Protection Act 2018.	Where data is recorded concerning criminal offences/allegations relating to you.

45	Business records: Details of your attendance at, and participation in, College administrative meetings, including Governing Body, sub-committees and working groups.	We generate this data about you	As a formal record of matters relating to the administration and management of College business. Copies of the records are also provided to and stored by the College Archives.	In perpetuity.	Processing is necessary for the performance of a task carried out in the public interest Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	To the extent that the business of the relevant bodies forms an integral part of the provision of University education or publicly-funded research carried out in the public interest, the processing is necessary for the performance of the College's public task. As regards other aspects of such records, we have a legitimate interest in compiling a record of administrative and managerial matters, including details of those involved, decisions made and outcomes. The College also has a legitimate interest in the addition of such records to the College archives.	N/A		N/A
46	Academic records: Research project and funding applications and renewals.	We obtain this data from the University of Oxford We obtain this data from you	As part of your record as an employee or office-holder at the College.	This data will be retained for a period of one year from the completion of the research project or, if unsuccessful, one year from the date of notification that the application was unsuccessful.	Processing is necessary for performance of our contract with you. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We have a legitimate interest in recording the research activities of our employees and office holders, and identifying sources of funding they receive and supporting applications for funding made.	N/A		N/A
47	Academic records: Teaching schedule information, including details of subjects taught, and size, timing and location of teaching sessions.	We generate this data about you	As part of the administration and management of College teaching activities.	This data will be retained for ten years from the end of the relevant academic year.	Processing is necessary for the purpose of our contract with you. Processing is necessary for the performance of a task carried out in the public interest. Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	The College and its students have a legitimate interest in processing data relating to teaching schedules and related information.	N/A		N/A
48	Academic records: Pastoral care records (College provision of pastoral care to students), including details of your pastoral responsibilities, advisees, interventions and advice.	We obtain this data from you We generate this data about you	As part of the records of students advisees, and to create a record for future consultation in the event of complaints. Lists of tutor groups are retained in the College archives.	This data will be retained for a period of 30 years from the date on which the student left the College.	Processing is necessary for performance of our contract with you Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We have a legitimate interest in recording pastoral care information, in order to assess the proper functioning of the pastoral care system and to be able to handle complaints received in relation thereto. Advisees also have a legitimate interest in the creation of appropriate records of pastoral care received.	N/A		N/A
49	Academic records: Opinions and comments made by you on student's academic and other reports, and expressed during or in relation to College meetings (to the extent recorded).	We obtain this data from you We generate this data about you	As part of College records and minutes concerning teaching, management and administration. Copies are provided to the College Archives.	In perpetuity as part of College archives.	Processing is necessary for performance of our contract with you. Processing is necessary for the performance of a task carried out in the public interest. Processing is necessary for compliance with a legal obligation Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	To the extent that the materials in question relate to the education provided at the College, the processing is necessary for the performance of a public task. We also have a legitimate interest in maintaining records of College matters, including reports and discussions thereon. In some circumstances processing will be necessary to comply with our employment, equality or other legal obligations, or in order to fulfil our contract with you.	N/A		N/A
50	Academic records: Library access and book records, overdue book records, records of library cards and library fines.	We obtain this data from the University of Oxford. We generate this data about you. Third party	To operate College library facilities	These records will be retained for a period of one year from the date of closure of your library account.	Processing is necessary for performance of our contract with you. Processing is necessary for the performance of a task carried out in the public interest		N/A		N/A
51	College records: SCR membership files: names, contact details, commencement of membership, terms, CVs.	We obtain this data from you We generate this data about you	Certain individuals are members of the College SCR post-employment or in circumstances where they have never been employed by the College. Files relating to such members, which provide a record of arrangements in place between us, are kept by the College.	These records will be retained for 10 years following the end of your SCR membership. Data which is of historical interest will be retained in perpetuity, as part of the College archives (names, categories, dates).	Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	The proper maintenance of SCR records is in you, and our, legitimate interests.	Explicit consent		N/A
52	College records: Photographs (formal)	We generate this data about you	To enable visual identification of staff and office holders for security purposes. To publish images of staff and office-holders to enable identification by students, colleagues and third parties.	Permanently. This data will be held as part of the skeleton record of your employment for the purposes of College records and archives.	Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	We have a legitimate interest in ensuring the security of our premises and the exclusion of non-authorised individuals. We, your colleagues, students and others also have a legitimate interest in being able to identify you. In relation to College archives, the College has a legitimate interest in holding a visual record of employees and office-holders over time.	N/A		N/A
53	College records: Photographs (informal)	We obtain this data from the University of Oxford We generate this data about you Third party	Photographic records of College life, including attendance at events and society memberships, are created on an ongoing basis. The College archives collect and store copies of such materials.	In perpetuity.	Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	The College has a legitimate interest in creating a historical archive recording College life.	N/A		N/A
54	College records: Records of College cultural life and personal papers donated by member, including written records of teams, choirs, clubs and societies, plays and performances, of participation in events and sporting fixtures and of the outcomes.	We obtain this data from the University of Oxford We obtain this data from you We generate this data about you Third party	To allow the College's cultural life to function and flourish, and in order to maintain a record of College life, which may be relevant to you individually (for example if you later request confirmation of historical details from us), and which is also part of the College's own record of what its members have achieved over time.	Permanently.	Processing is necessary for the purposes of our or someone else's legitimate interests, except where overridden by your data protection rights and freedoms	The College has a legitimate interest in maintaining a record of its cultural life.	Processing may relate to special category personal data which you have manifestly made public	N/A	N/A