

School Records Retention Schedule

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1. About the schedule

The school records retention schedule has been drawn up in response to requests for assistance on recordkeeping from Hampshire schools. This guidance is intended for maintained schools, not academies.

The schedule contains guidelines on how long to keep records created and maintained by schools in the course of their business, and how those records should be disposed of at the end of their administrative life. Records may be held in any format, including paper, electronic (including databases), microform and audio-visual.

Disposing of records at the right time in accordance with clearly established policies will help schools to ensure they meet recordkeeping requirements set out in the Data Protection Act (DPA) 1998 and Freedom of Information Act (FOI) 2000, particularly the Lord Chancellor's [Code of Practice on the Management of Records](#) under Section 46 of the FOI.

2. How the schedule is arranged

The schedule is arranged by type of record. The 'Retention Period' specifies how long the record should be kept and the 'Final Action' describes how they should be disposed of. If records need to be kept for legal reasons, the relevant statute is cited in the 'Legal Status' column. If no legal status is given, the retention period is based on best practice, considering administrative, audit and legal requirements.

The column headed 'DPA applies?' indicates whether records contain personal information. Such records are subject to the Data Protection Act 1998 and should be stored securely, and safe from unauthorised access.

This schedule may need to be adapted to suit the requirements of your particular school. Hampshire County Council's Records Management Service can offer advice as needed; contact details are given below.

3. What to do at the end of the retention period

Note re disposal: You may be aware of the [Independent Inquiry into Child Sexual Abuse](#) (IICSA). While this inquiry is being carried out, schools have been asked to retain records relating to child protection until further notice.

For more information, please see the letter from the Chair of the Inquiry to local authorities on the IICSA website: <https://www.iicsa.org.uk/key-documents/82/view/letter-to-local-authority-ceos.pdf>

Destroy

Where records have been identified for destruction they should be disposed of in an appropriate way:

- All paper records containing personal information, or sensitive policy information, should be disposed of as confidential waste. Contact County Supplies for advice on the availability of confidential shredding in your area (tel. 01962 826999). *Yellow Pages* also lists local commercial shredding services.
- All confidential electronic records should be deleted securely from electronic systems, including databases. N.B. Simply deleting data is unlikely to be sufficient, as records that are no longer visible may still be recoverable; remember that back-ups will need to be destroyed too. Refer to HCC's Schools IT team at HantsITSchools@hants.gov.uk for more information.
- Non-confidential records should be bundled up and disposed of to a waste paper merchant, or recycled in other appropriate ways.

It is recommended that schools maintain lists of records which have been destroyed, giving file references, titles, dates of destruction and name of authorising officer. An Excel spreadsheet or other database format could be used for this.

Review

Records are marked for review in cases where there is no longer a statutory or financial requirement for retention but where the decision to destroy is not clear cut.

Assess the record's continuing administrative or historical worth. Consider keeping files that relate to:

- Major events or important developments in the life of the school
- Major policies and / or long-term strategies
- Claims (or possible claims) for compensation

You will likely dispose of:

- Routine papers and correspondence
- Papers that refer to events of short-term relevance and minor interest.

Records of historical value which are no longer required in school can be offered to Hampshire Archives and Local Studies (HALS) as a permanent addition to the county's archives. HALS are happy to advise on the possible historical value of records if you are unsure (see below).

Transfer records to Hampshire Archives and Local Studies (HALS)

Some records including log books, admission registers and managers' minutes, have been identified as worth keeping permanently for historical reasons. These are marked 'Transfer to HALS' and, ideally, should be transferred to HALS when they are no longer needed for administrative purposes. Where they continue to be retained in the school they should be looked after carefully, following the guidelines below about storage, display and handling of archival records.

Once records have been transferred to HALS they will form a part of the county's archives, and will generally be held on 'permanent loan'. This means they are deposited with HALS indefinitely, are stored safely in our purpose-built strongrooms, but remain the property of the school. The records may be withdrawn on a temporary basis by the school, with written permission from the Head, but may not be removed by anyone else (advance warning of at least a week is desirable).

School records placed in the care of HALS may be consulted by the public in our supervised search room unless they contain sensitive or personal information of a recent date (less than 30 years old). They are catalogued and the descriptions mounted on Hampshire County Council's website (<https://www.hants.gov.uk/librariesandarchives/archives/collections/schools>) so that anyone can see what is held with us. Any requests by the public to see restricted material will be referred back to the school.

If you intend to pass any material on to the historical archive, please contact HALS first to let them know roughly the type and quantity of material you have, and when HALS can expect it. Ask for the **Accessioning Archivist**. Items can be sent via the Hampshire County Council courier service, or delivered to HALS' rear entrance, approached via Station Hill.

4. Storage, display and handling of school records

These general guidelines on the storage, display and handling of archives should be followed to help ensure the long-term preservation of school records regarded as historically significant.

Keep documents out of direct sunlight and avoid extremes of temperature and humidity:

- For paper records a temperature of 13-20°C is ideal, with a relative humidity (RH) of between 35-60%. (RH is read by a hygrometer¹.)
- Audio tapes require cool, dry conditions (40-60% RH, 13-16°C).

¹ Inexpensive, easy-to-use, hand-held electronic hygrometers can be bought from Preservation Equipment Ltd., Vincennes Road, Diss, Norfolk, IP22 4HQ (tel. 01379 647400)
www.preservationequipment.com

- Try not to store records near radiators where the air will be too hot and dry.
- Records which do not need to be referred to regularly should ideally be stored in a room where staff are not required to work.

Ensure that storage is on well-ventilated shelving and that storage areas are kept clean

- Don't pack records together too tightly as lack of air flow encourages mould. Mould-affected items should be separated out.
- Ventilate storage rooms well.
- Keep storage areas clean, as dust and dirt can accelerate decay and encourage pests.

Use good quality storage materials

- 'Archival quality' packaging materials are free of acids and other chemicals which will make paper brittle and cause inks to fade. They are available commercially, and although expensive, need only be used for those items which are to be kept permanently. Names and addresses of some commercial suppliers are given at the end of this guidance note.
- If possible, use archive-quality boxes, made from rigid container board with non-rusting staples and well-fitting lids. Strong cardboard boxes lined with acid-free paper, and with a lid to keep out dust, are a cheaper alternative.
- Written records can be protected by wrapping them in archival quality paper or card. Photographs should be placed in clear polyester sleeves if kept loose, or mounted using photo corners if they are in an album. Alternatively, use good quality envelopes with the gummed flap removed, and card folders or large sheets of cartridge paper folded to size.
- For all records, use good quality fastenings, e.g. wide cotton tape, brass staples, brass paper clips, and plastic treasury tags. Number documents or pages, if necessary, in pencil only.

Use good inks and papers:

- When you are creating paper records which you know will need to be kept long term, use good quality permanent ink and acid-free paper if you can, and avoid ball point pens, particularly blue and red, which fade quickly.

Avoid the following, all of which are detrimental to your archives if they are to be kept long-term:

- steel pins and paperclips; plastic bags; photo albums using cheap PVC overlays and adhesives to secure photos; PVC wallets; sellotape; pink document tape; elastic bands.

Displaying and handling records always puts them at risk

- Displaying potentially valuable items leaves them open to the risk of vandalism or theft. Look after your archives at all times and display them only in lockable showcases. (HALS is able to lend lockable showcases free of charge, subject to availability.)
- Inks and colours can fade if exhibited in bright light for too long, and the spines and bindings of volumes can be weakened by prolonged use or opening in the same position. Aim therefore to display records away from

direct heat and sunlight. Support volumes, ideally on cushions, so that they are not open too wide, using strips of clear polyester to secure pages if necessary. Never use sellotape, drawing pins or metal staples to fasten documents being displayed.

- If records are used in the classroom, keep control of them. Make sure you know what you have and where it should be when not in use. Ask those who borrow the records to handle them with care, to use only pencil when making notes from them, and to supervise their use at all times. Photocopied extracts from the records could be used as a substitute to protect originals from over-handling.

Archival-quality paper, boxes and packaging materials can be purchased from:

Conservation Resources (UK) Ltd. www.conservationresources.com
Unit 2, Ashville Way, off Watlington Road, Cowley, Oxford, OX4 6TU Tel. 01865 747755

Preservation Equipment Ltd. www.preservationequipment.com
Vinces Road, Diss, Norfolk, IP22 4HQ Tel. 01379 647400

Conservation By Design Ltd. www.conservation-by-design.co.uk
2 Wolseley Road, Kempston, Bedford, Conservation By Design, MK42 7AD

5. Contact information

For updates or advice regarding the retention schedule itself, please contact:

Hampshire County Council Records Management Service:
Records Management Service, Unit 9A Herald Industrial Estate, Hedge End, SO30 2JW
Tel: (01962) 833033
Email: records.management@hants.gov.uk

For enquiries about historic records, please contact:

Hampshire Archives and Local Studies (HALS)
Sussex Street, Winchester, SO23 8TH
Tel: (01962) 846154
Email: enquiries.archives@hants.gov.uk

For more information about the Record Office, including opening hours, please see the website: <https://www.hants.gov.uk/librariesandarchives/archives/visit>.

School Records Retention Schedule

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------------|---|--------------|--|------------------|--|--|
| 1.0 | School Governors | | | | | |
| 1.1 | Instruments of government, including Articles of Association | No | | Permanent | Permanent Retain in school while current; transfer to HALS when no longer required | |
| 1.2 | Records for all full governing body, committee and panel meetings, including: a) agendas b) any report, statutory policy (including Admissions Policy) or other paper considered at governing body meeting c) signed minutes | Yes* | School Governance (England) Regulations (2013) | Permanent | Permanent, or as below Single copy of signed minutes, agenda and papers: retain in school for 6 years from date of meeting then transfer to HALS Inspection copies: retain in school for current year + 3 then destroy as confidential waste or delete securely Additional copies: destroy as confidential | *If meeting deals with confidential staff issues |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|-----|--|--------------|----------------------|---|---|--|
| | | | | | waste or delete securely from electronic systems | |
| 1.3 | Governors application forms - successful candidates | Yes | | End of term of office + 1 year | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 1.4 | Governors application forms - unsuccessful candidates | Yes | | Date of election + 6 months | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 1.5 | Governor election voting forms | Yes | | Date of election + 6 months | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 1.6 | Governors - registers and declarations of pecuniary interests | Yes | | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 1.7 | Trusts and endowments managed by the governing body | No | | Permanent | Permanent Retain in school whilst operationally required, then transfer to HALS | |
| 1.8 | Action plans created and / or administered by the governing body | No | | Life of action plan + 3 years | Destroy Destroy as confidential waste or delete securely from electronic systems* | *Consider offering to HALS if school has been through difficult period |
| 1.9 | Records relating to complaints dealt with by the governing body | Yes | | Date of resolution of complaint + 7 years | Destroy Destroy as confidential waste or delete securely from electronic systems* | *It may be appropriate to review for further retention in the case of contentious disputes |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------------|---|------------------|----------------------|---------------------------------|---|---|
| 1.10 | Annual parents' meetings | | | Permanent | <p>Permanent, or as below Retain in school for 6 years from date of meeting then:</p> <p>Minutes and reports: transfer to HALS</p> <p>All other records: destroy as confidential waste or delete securely from electronic systems*</p> | |
| 2.0 | Management and Administration | | | | | |
| 2.1 | Log books of activity in the school, maintained by teachers | Yes ² | | Permanent | Permanent Retain in school whilst operationally required, then transfer to HALS | |
| 2.2 | Head teacher's official diary | Yes ¹ | | Current academic year + 3 years | Destroy Delete securely or destroy as confidential waste* | *Unless used as retrospective record of events, in which case offer to HALS |

² Since 1 January 2005 subject access has been permitted into unstructured filing systems, including log books and other records created within the school, containing details about the activities of individual pupils. As such members of staff are subject to the Data Protection Act 1998.

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|-----|---|------------------|----------------------|---|---|--|
| 2.3 | Minutes of the senior management team and other internal administrative bodies | Yes ¹ | | Permanent | <p>Permanent, or as below Retain in school for 5 years from date of meeting then:</p> <p>Minutes dealing with strategic or policy matters: transfer to HALS</p> <p>All other records: destroy as confidential waste or delete securely from electronic systems</p> | |
| 2.4 | Reports made by the head teacher or the management team | Yes ¹ | | Retain in school for date of report + 3 years | <p>Permanent Transfer to HALS</p> | |
| 2.5 | Correspondence and general filing created by head teachers, deputy head teachers, heads of year and other members of staff with administrative responsibilities | Yes ¹ | | Closure of file + 6 years | <p>Destroy Destroy as confidential waste or delete securely from electronic systems*</p> | *Offer files on important events (e.g. reorganisation) to HALS |
| 2.6 | Professional development plans | Yes | | Closure of file + 6 years | <p>Destroy Destroy as confidential waste or delete securely from electronic systems</p> | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------|---------------------------------------|--------------|----------------------|--|---|-------|
| 2.7 | School development plans | No | | Retain in school for closure of file + 6 years | Transfer to archive Offer to HALS to review for historic interest | |
| 2.8 | Employers' liability certificate | No | | Permanent while school is operational | Destroy Destroy as confidential waste or delete securely from electronic systems once school closes | |
| 2.9 | School brochure/prospectus | No | | Retain in school for current academic year + 3 years | Transfer to archive Offer to HALS to review for historic interest | |
| 2.10 | Circulars to staff and pupils | No | | Current academic year + 3 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 2.11 | Newsletters to parents | No | | Retain in school for current academic year + 3 years | Transfer to archive Offer to HALS to review for historic interest | |
| 2.12 | Visitors' books and signing in sheets | Yes | | Current academic year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------|---|--------------|----------------------|--|--|-------|
| 2.13 | PTA (Parent Teacher Association) / old pupils' associations records | Yes | | Retain in school for current academic year + 6 years | <p>Transfer to archive or as below</p> <p>Minutes, newsletters and membership registers: offer to HALS to review for historic interest</p> <p>All other records: destroy as confidential waste or delete securely from electronic systems</p> | |

| 3.0 LEA (Local Education Authority) | | | | | | |
|--|-------------------------------------|-----|--|---------------------------------|--|--|
| 3.1 | Secondary transfer sheets (primary) | Yes | | Current academic year + 2 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 3.2 | Attendance returns | Yes | | Current academic year + 1 year | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 3.3 | Circulars from the LEA | No | | Whilst operationally required | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|-----|------------------------|--------------|----------------------|------------------|--------------|-------|
|-----|------------------------|--------------|----------------------|------------------|--------------|-------|

| 4.0 DfE (Department for Education) | | | | | | |
|------------------------------------|------------------------|-----|---|--|--|---|
| 4.1 | HMI reports | No | | Permanent | Permanent Retain in school whilst operationally required, then transfer to HALS | These are no longer produced |
| 4.2 | OFSTED reports | No | | Retain in school while current; replace former report with any new inspection report | Permanent Transfer to HALS* | *Reports should be available on the OFSTED website. Retain at least two previous reports if not available online. |
| 4.3 | OFSTED-related papers | No | | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 4.4 | Returns to the DfE | No | | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 4.5 | Circulars from the DfE | No | | Whilst operationally required | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 4.6 | School census returns | Yes | Education (School Performance Information) (England) Regulations 2007 | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|-----|------------------------|--------------|----------------------|------------------|--------------|-------|
|-----|------------------------|--------------|----------------------|------------------|--------------|-------|

| 5.0 Pupils | | | | | | |
|------------|--|-----|---|---|--|---|
| 5.1 | Records relating to the creation and implementation of the school's Admissions Policy | No | School Admissions Code (2014) | Retain in school for life of the policy + 3 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 5.2 | Admission forms: unsuccessful or withdrawn applications (including supplementary information e.g. proof of address, religion, medical conditions etc.) | Yes | School Admissions Code (2014) | a) If no appeal, 1 year from receipt b) If appealed, 1 year from resolution of case* | Destroy Destroy as confidential waste or delete securely from electronic systems | *Records relating to appeals retained by Appeals Panel for 22 years from date of birth of pupil |
| 5.3 | Admission forms: successful applications | Yes | School Admissions Code (2014) | Date of admission + 1 year | Destroy Destroy as confidential waste or delete securely from electronic systems | Ensure that supplementary information e.g. proof of address, religion, medical conditions is added to the pupil's file |
| 5.4 | Admission registers | Yes | Education (Pupil Registration) (England) Regulations 2006 | Retain in school until date of last entry in the book (or file) + 3 years | Permanent Transfer to HALS | If held electronically, a printout should be made at least annually . Any corrections made to electronic data should be clearly shown in the printout. |
| 5.5 | Attendance registers | Yes | Education (Pupil Registration) (England) Regulations 2006 | Date of register + 3 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|-----|--|--------------|--|---|--|--|
| 5.6 | Pupil absence letters / leave forms / correspondence relating to authorised absence | Yes | | Date of absence + 2 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 5.7 | Absence books | Yes | | Current year + 6 years from last entry in book | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 5.8 | Telephone message books for recording absences (sickness) or changes to pick up arrangements, etc. | Yes | | Current year + 6 years from last entry in book | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 5.9 | Child protection files <ul style="list-style-type: none"> • Primary | Yes | DfE 'Keeping Children Safe in Education' (2016), Annex B, p.61 | Retain while the pupil remains at the primary school* | Follow guidelines in 5.13 for pupils transferring to another school | *CP information must be kept separate from the main pupil file. Where children leave the school or college ensure their child protection file is transferred to the new school or college as soon as possible. This should be transferred separately from the main pupil file, ensuring secure transit. Confirmation of receipt should be obtained. |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------|--|--------------|--|---|---|--|
| 5.10 | Child protection files <ul style="list-style-type: none"> • Secondary | Yes | DfE 'Keeping Children Safe in Education' (2016), Annex B, p.61 | Date of birth of pupil + 25 years* | Destroy or as below If the child leaves the school: follow guidelines in 5.13 for pupils transferring to another school If the retention period is reached: destroy as confidential waste or delete securely from electronic systems | *CP information must be kept separate from the main pupil file. Both the educational record and CP information must be retained for 25 years from DOB. Where children leave the school or college ensure their child protection file is transferred to the new school or college as soon as possible. This should be transferred separately from the main pupil file, ensuring secure transit. Confirmation of receipt should be obtained. |
| 5.11 | Pupil's educational record (pupil file) Pupils with Special Educational Needs (SEN) <ul style="list-style-type: none"> • Primary | Yes | Retain while pupil remains at the primary school | Retain while the pupil remains at the primary school* | Follow guidelines in 5.13 for pupils transferring to another school | Includes: <ul style="list-style-type: none"> • SEN reviews • Individual Education Plans (IEPs) / pupil profiles • Health questionnaires • Parental consent forms • Health care plans • Records of medicine administered |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------|--|--------------|--|--|---|--|
| 5.12 | Pupil's educational record (pupil file) Pupils with Special Educational Needs (SEN) <ul style="list-style-type: none"> • Secondary | Yes | | Date of birth of pupil + 22 years* | Destroy or as below If the child leaves the school: follow guidelines in 5.13 for pupils transferring to another school If the retention period is reached: destroy as confidential waste or delete securely from electronic systems | *Unless child protection applies, in which case retain for 25 years from DOB; see 5.10. Includes: <ul style="list-style-type: none"> • SEN reviews • Individual Education Plans (IEPs) / pupil profiles • Health questionnaires • Parental consent forms • Health care plans • Records of medicine administered • Work experience agreements |
| 5.13 | Pupil's educational record (pupil file) All other pupils <ul style="list-style-type: none"> • Primary | Yes | The Education (Pupil Information) (England) Regulations 2005 | Retain while the pupil remains at the primary school, then: <ul style="list-style-type: none"> a) Pupil transfers to a known Local Authority primary or secondary school in Hampshire | The file should follow the pupil when he/she leaves primary school: <ul style="list-style-type: none"> a) Send pupil record to new school³ | Includes: <ul style="list-style-type: none"> • Health questionnaires • Parental consent forms • Health care plans • Records of medicine administered |

³ In the case of exclusion it may be appropriate to transfer the record to the Education and Inclusion Service

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|-----|------------------------|--------------|----------------------|--|--|-------|
| | | | | <ul style="list-style-type: none"> b) Pupil transfers to a known Local Authority or independent primary / secondary school which is another county within the UK; or transfers to an independent school within Hampshire c) Pupil transfers to a known primary / secondary school outside of the UK d) Pupil transfers to an unknown school | <ul style="list-style-type: none"> b) Send pupil record to new school, retaining a copy or summary until pupil is 22 years old, then destroy confidentially or delete securely c) Send a copy of pupil record to new school, retaining original pupil record until pupil is 22 years old, then destroy confidentially or delete securely d) Retain pupil file until pupil is 22 years old, then destroy confidentially or delete securely | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------|---|--------------|-----------------------|--|--|---|
| 5.14 | Pupil's educational record (pupil file) All other pupils <ul style="list-style-type: none"> • Secondary | Yes | Limitation Act (1980) | Date of birth of pupil + 22 years* | Destroy Destroy as confidential waste or delete securely from electronic systems | *Unless child protection applies, in which case retain for 25 years from DOB; see 5.10. Includes: <ul style="list-style-type: none"> • Health questionnaires • Parental consent forms • Health care plans • Records of medicine administered • Work experience agreements |
| 5.15 | Pupil's educational record (pupil file) <ul style="list-style-type: none"> • Deceased pupils | Yes | | Date of death + 7 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 5.16 | Images of pupils - signed consent forms by parent / guardian | Yes | | Date of signing + 5 years; or at end of project; or when pupil leaves the school | Destroy Destroy as confidential waste or delete securely from electronic systems | Images should not be reused outside of the time period or for other projects other than that specified on the form |
| 5.17 | Activity / visit / trip consent forms - signed by parent or guardian where no incident occurs | Yes | | Date of event + 1 year | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------|--|--------------|---|---|--|---|
| 5.18 | Activity / visit / trip consent forms - signed by parent or guardian where a major incident occurs | Yes | Limitation Act 1980 | Date of birth of child involved in incident + 22 years | Destroy Destroy as confidential waste or delete securely from electronic systems | Important: consent forms for ALL pupils for an event where a major incident occurs must be retained, not just that of the child involved |
| 5.19 | Punishment books | Yes | | Books no longer maintained in schools | Permanent Transfer to HALS | |
| 5.20 | SATS papers (completed) | Yes | Department for Education (DfE) recommendation | Current year + 1 year | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 5.21 | SATS results for individual pupils | Yes | | | Add to the main pupil file and follow retention period for 5.14 | |
| 5.22 | Internal and external examination papers (completed) | Yes | | Current academic year + 6 years or until any appeals / validation process is complete | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 5.23 | Internal and external examination results for individual pupils | Yes | | | Add to the main pupil file and follow retention period for 5.14* | *Uncollected GCSE and A Level certificates should be returned to the relevant examination board |
| 5.24 | Examination results - summaries or other statistical information created by the school | Yes | | Current academic year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|-----------------------|---|--------------|----------------------|---------------------------------|--|---|
| 5.25 | Any other records created in the course of contact with pupils maintained for teachers' own use (i.e. NOT part of the educational record) | Yes | | Current academic year + 3 years | Review Review by school and EITHER allocate further retention period OR destroy as confidential waste or delete securely from electronic systems | |
| 6.0 Curriculum | | | | | | |
| 6.1 | Curricula records | No | | Whilst operationally required | Destroy Destroy as confidential waste or delete securely from electronic systems | May include: <ul style="list-style-type: none"> • curriculum development records • lesson plans • syllabuses • schemes of work • timetables • mark books • records of homework set |

| 7.0 Human Resources | | | | | | |
|---------------------|--|-----|---|-------------------------------------|--|---|
| 7.1 | Interview notes and recruitment records (including pre-employment vetting information) <ul style="list-style-type: none"> unsuccessful candidates | Yes | HCC corporate guidelines | Date of interview + 1 year | Destroy Destroy as confidential waste or delete securely from electronic systems | Includes: <ul style="list-style-type: none"> proof of identity proof of right to work in the UK |
| 7.2 | Interview notes and recruitment records (including pre-employment vetting information) <ul style="list-style-type: none"> successful candidates | Yes | | Follow retention period for 7.4 | All recruitment information to be added to staff personnel file, except DBS checks (for DBS see 7.3) | |
| 7.3 | Pre-employment vetting information <ul style="list-style-type: none"> successful candidates' DBS checks* | Yes | DfE 'Keeping Children Safe in Education' guidance (regularly updated) | Maximum of date of check + 6 months | Destroy Destroy as confidential waste or delete securely from electronic systems by the designated member of staff | *Formerly CRB checks Schools are not required to retain copies of DBS certificates. If the school chooses to do so, the copy must NOT be retained for longer than 6 months |
| 7.4 | Staff files (main personnel file) | Yes | Limitation Act (1980) | End of employment + 7 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------|--|--------------|---|---|--|---|
| 7.5 | Staff annual appraisal / assessment records | Yes | | Current appraisal year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 7.6 | Staff timesheets | Yes | Financial regulations | Current academic year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | May be held on SAP |
| 7.7 | Staff sickness records, excluding ill-health referrals (self-certification, doctor's certificates) | Yes | | Current academic year + 3 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 7.8 | Staff sickness records <ul style="list-style-type: none"> ill health referrals | Yes | Limitation Act (1980) | | Add to main personnel file and follow retention period for 7.4 | |
| 7.9 | Staff maternity and paternity pay records | Yes | Statutory Maternity Pay Regulations (1986) (as amended) | Current academic year + 3 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 7.10 | Disciplinary proceedings* <ul style="list-style-type: none"> warnings | Yes | | | Add to main personnel file and follow retention period for 7.4 | *for child protection / safeguarding disciplinary proceedings, see 7.13 |
| 7.11 | Disciplinary proceedings* <ul style="list-style-type: none"> substantiated or unsubstantiated | Yes | | a) outcome letter: end of employment + 7 years b) all other records: close of case + 7 years | Destroy Destroy as confidential waste or delete securely from electronic systems | *for child protection / safeguarding disciplinary proceedings, see 7.13 |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------------|---|--------------|---|--|---|---|
| 7.12 | Disciplinary proceedings* <ul style="list-style-type: none"> false or malicious | Yes | | a) outcome letter: end of employment + 7 years b) all other records: shred at close of case | Destroy Destroy as confidential waste or delete securely from electronic systems | *for child protection / safeguarding disciplinary proceedings, see 7.13 |
| 7.13 | Disciplinary proceedings* <ul style="list-style-type: none"> safeguarding / child protection related | Yes | DfE 'Keeping Children Safe in Education' guidance (regularly updated) | Until normal pension age, or for 10 years from date of allegation, whichever is longer | Destroy Destroy as confidential waste or delete securely from electronic systems | *including where the allegation is unsubstantiated |
| 7.14 | Records of industrial tribunals, disciplinary panels, appeals | Yes | Limitation Act 1980 can apply | | a) outcome letter: add to personnel file and follow retention period for 7.4 b) all other records: shred 7 years from end of process | |
| 7.15 | Records held under Retirement Benefits Schemes (Information Powers) Regulations 1995 | Yes | | End of employment + 7 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 8.0 | Health and Safety (H&S) | | | | | |
| 8.1 | Health and safety policies | No | | Life of policy + 7 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|-----|---|--------------|---|--|--|--|
| 8.2 | Risk assessments: general | No | Limitation Act (1980) | Date of risk assessment + 7 years (update regularly) | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 8.3 | Risk assessments: exposure to noise, vibration, lead, asbestos, chemicals and biohazards (including COSHH) | No | Control of Substances Hazardous to Health Regulations (2002), Regulation 11 Control of Asbestos at Work Regulations (2012), Regulation 19 | Date of risk assessment + 40 years (update regularly) | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 8.4 | Risk assessments: exposure to radiation | No | Ionising Radiation Regulations 1999 (SI 1999/3232) | Date of risk assessment + 50 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 8.5 | Accident reporting: adults a) accident books b) F2508-RIDDOR forms c) local accident investigation records | Yes | Social Security (Claims and Payments) Regulations (1979), Regulation 25 Social Security Administration Act (1992), Section 8. Limitation Act (1980) | (a) Current year + 3 (b) Current year + 3 (c) Current year + 3 | Destroy Destroy as confidential waste or delete securely from electronic systems | Since April 2016 accident reporting has been completed online and all copies are held electronically |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------|---|--------------|---|--|--|--|
| 8.6 | Accident reporting: children a) accident books b) F2508-RIDDOR forms c) local accident investigation records | Yes | Social Security (Claims and Payments) Regulations (1979), Regulation 25 Social Security Administration Act (1992), Section 8. Limitation Act (1980) | (a) Keep books until youngest child entered has reached age 22 (b) Date of birth of child + 22 years (c) Date of birth of child + 22 years | Destroy Destroy as confidential waste or delete securely from electronic systems | Since April 2016 accident reporting has been completed online and all copies are held electronically |
| 8.7 | Violent incident reporting (VIR) | Yes | Limitation Act (1980) | Current year + 3 years | Destroy Destroy as confidential waste or delete securely from electronic systems | Since April 2016 violent incident reporting has been completed online and all copies are held electronically |
| 8.8 | Physical intervention forms | Yes | | Date of birth of child + 22 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 8.9 | Fire precaution log books (e.g. records of drills and tests) | No | Limitation Act (1980) | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 8.10 | Accessibility plans | Yes | Equalities Act (2010) | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------------|---|--------------|----------------------|--|--|-------|
| 8.11 | Health and safety training records | Yes | | While current + 6 years, unless records apply for limited period (e.g. First Aid Certificates) | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 8.12 | Maintenance records for any work equipment, including ladders, trollies, PPE, PAT etc. | No | | Current year + 10 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 8.13 | Health and safety inspection records, including: <ul style="list-style-type: none"> • site inspections • playground inspections | No | | Current year + 3 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 9.0 | Finance | | | | | |
| 9.1 | Annual accounts | No | | Retain in school for current year + 6 years | Transfer to archive Offer to HALS to review for historic interest | |
| 9.2 | Annual budget and background papers | No | | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 9.3 | Budget reports and budget monitoring records | No | | Current year + 3 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|-----|--|--------------|-----------------------|--|--|-------|
| 9.4 | <p>Records covered by various financial regulations</p> <p>Including: invoices, receipts, order books, requisitions, delivery notices, petty cash records, records relating to the collection and banking of monies, records relating to the identification and collection of debt</p> | No | Financial regulations | Current financial year + 6 years | <p>Destroy Destroy as confidential waste or delete securely from electronic systems</p> | |
| 9.5 | Copy orders | No | | Current year + 2 years, or current year + 6 years if included with delivery notes, invoices and receipts, etc. | <p>Destroy Destroy as confidential waste or delete securely from electronic systems</p> | |
| 9.6 | Loans and grants managed by the school | No | Financial regulations | Date of last payment on loan + 12 years | <p>Destroy Destroy as confidential waste or delete securely from electronic systems</p> | |
| 9.7 | <p>School Fund records</p> <p>Including: cheque books, paying-in books, ledgers, invoices, receipts, bank statements, journey books</p> | No | Financial regulations | Current financial year + 6 years | <p>Destroy Destroy as confidential waste or delete securely from electronic systems</p> | |
| 9.8 | Contracts: under seal | | Limitation Act (1980) | Contract completion date + 13 years | <p>Destroy Destroy as confidential waste or delete securely from electronic systems</p> | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------|---|--------------|-----------------------|--|--|----------------------------|
| 9.9 | Contracts: under signature | | Limitation Act (1980) | Contract completion date + 7 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 9.10 | Contracts: monitoring records | | | Current year + 2 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 9.11 | Free school meals records | Yes | Financial regulations | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 9.12 | School meals registers | Yes | | Current year + 3 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 9.13 | School meals summary sheets | No | | Current year + 3 years | Destroy Destroy as confidential waste or delete securely from electronic systems | Formerly known as M1 forms |
| 9.14 | Applications for free school meals, travel, uniforms etc. | Yes | Financial regulations | Whilst child at school or current year + 6 years, whichever is the longest | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 9.15 | Payroll records where school administers own payroll | Yes | Financial regulations | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
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|------|--|-----|-----------------------|-----------------------------|--|--|
| 9.16 | Records relating to individuals' pension details | Yes | Financial regulations | End of employment + 7 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
|------|--|-----|-----------------------|-----------------------------|--|--|

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| 10.0 | Property | | | | | |
|-------------|-----------------|--|--|--|--|--|

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|------|---|----|--|-----------|--|--|
| 10.1 | Title deeds of all properties belonging to the school | No | | Permanent | Permanent Retain in school whilst operational; offer to HALS to review for historic interest when no longer required | |
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|------|---|----|--|-----------|--|--|
| 10.2 | Plans of all properties belonging to the school | No | | Permanent | Permanent Retain in school whilst operational; offer to HALS to review for historic interest when no longer required | |
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| 10.3 | Leases of properties leased by or to the schools | No | | Expiry of lease + 7 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
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| 10.4 | Records relating to the letting of school premises | No | | Current year + 3 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
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| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------|--|--------------|----------------------|------------------------|--|-------|
| 10.5 | Burglary, theft and vandalism report forms | | | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 10.6 | All records relating to the maintenance of the school, including maintenance log books | No | | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 10.7 | Inventories of equipment and furniture | | | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 10.8 | Insurance papers | | | While current | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| 11.0 | Adult and Community Learning and Activities | | | | | |
|------|--|--|--|------------------------|--|--|
| 11.1 | Annual funding agreements with Learning and Skills Council (LSC), Adult and Community Learning Unit, or colleges | | | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 11.2 | Enrolment forms, fee receipts, refund records, course registers, banking records | | | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
|------|---|--------------|----------------------|---|---|-------|
| 11.3 | LSC capital grants, expenditure records | | | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 11.4 | Community management agreements | | | Life of agreement + 7 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 11.5 | Minutes of governors' management committees | | | Permanent | Permanent Retain in school for 6 years from date of meeting then transfer to HALS | |
| 11.6 | Annual Community Service plans | | | While current + 6 years | Transfer to archive Offer to HALS to review for historic interest | |
| 11.7 | Income records for centre-run activities | | | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 11.8 | Notice of successful applications for external funding, and conditions attached to grants | | | Period of funding or length of funding agreement (e.g. capital schemes) + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
| 11.9 | Adult learning course programmes and brochures | | | Current year + 3 years | Transfer to archive Offer to HALS to review for historic interest | |

| No. | Basic File Description | DPA applies? | Statutory Provisions | Retention Period | Final Action | Notes |
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| 11.10 | Records relating to the letting of school facilities to community or other groups, including after-school and holiday clubs | Yes | Statute of Limitations 1980 | Current year + 6 years | Destroy Destroy as confidential waste or delete securely from electronic systems | |
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| 12.0 | Miscellaneous | | | | | |
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|------|----------------------------|--|--|--------------|--|--|
| 12.1 | School magazines | | | While useful | Transfer to archive Offer to HALS to review for historic interest | |
| 12.2 | Scrapbooks | | | While useful | Transfer to archive Offer to HALS to review for historic interest | |
| 12.3 | Photo albums | | | While useful | Transfer to archive Offer to HALS to review for historic interest | |
| 12.4 | School histories | | | While useful | Transfer to archive Offer to HALS to review for historic interest | |
| 12.5 | Audio and video recordings | | | While useful | Transfer to archive Offer important or informative recordings to Wessex Film and Sound Archive | |

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Signed:

Sarah Gerrard (Records Manager)
For Records Management Service

v3.0 (12/04/2017)

Signed:

Brian Pope (Assistant Director, Education and Inclusion)
For Children's Services Department