

Privacy Notice for Gatsby FE Teaching Workforce Salary Comparison Research Study

1 Why are we collecting this data?

The National Foundation for Educational Research (NFER) is undertaking research on the FE Teaching Workforce on behalf of the Gatsby Foundation. The research will take place between January and June 2023.

The research will explore the comparisons between further education (FE) teaching and industry salaries within three regions (North East, West Midlands and South East) for three subject fields where known recruitment and retention issues exist (Construction and the Built Environment, Digital, and Engineering and Manufacturing). Understanding any pay disparities will help to highlight FE recruitment and retention issues as well as the required actions to tackle these. Improvements in FE teacher recruitment and retention will ultimately improve the quality of teaching and the learner experience and outcomes. The research will include primary research with staff in FE colleges as well as secondary analysis of Annual Survey of Hours and Earnings (ASHE) and FE workforce data.

As data controller, Gatsby decides what data will be collected and how it will be processed. As a data processor, NFER follows Gatsby's instruction about how data should be handled.

2 What is the legal basis for processing activities?

The research is being undertaken as part of Gatsby's public research function and therefore its legal basis for processing personal data is covered by:

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

A legitimate interest assessment has been undertaken. It demonstrates that the research is within Gatsby's interests, which focus on the advancement of education for the benefit of the public. The research cannot be done without processing personal data but processing does not override the data subject's interests.

3 How will personal data be obtained?

The research study will focus on three regions – the North East, West Midlands and South East. NFER will contact FE colleges in these regions to gain the names and contact details of Heads of Department of Digital, Construction and the Build Environment, and Engineering and Manufacturing. NFER will then seek to engage departments within these colleges in the research and will collect additional information directly from research participants as detailed below.

Heads of Department

- The research will include telephone/virtual interviews with Heads of Department of Digital, Construction and the Build Environment, and Engineering and Manufacturing.

Teachers/lecturers

- The research will include telephone/virtual interviews with teachers/lecturers in the target departments.

4 What personal data is being collected by this project?

Personal data collected by this project is described below.

Heads of Department

We will collect:

- the names of Heads of Department in the three target subjects and other contact information, including name of college, address, email address, telephone number and role
- their views and experiences regarding recruitment and retention in the FE sector in their subject area and the types of roles staff come from and go to in industry.

Teachers/lecturers

We will collect:

- the names of teachers/lecturers in the three target subjects and other contact information, including name of college, address, email address, telephone number and role
- their experiences of working in FE, including their views on the benefits and drawbacks, recruitment and retention in their subject area and what roles in industry they and other staff have come from and go to.

5 Who will personal data be shared with?

Data will not be shared with any other parties.

Participation in all research activities is entirely voluntary. Interviewees will be fully briefed on the purposes of the study and how the information they provide will be used before consenting to take part. Contact details will only be used for the purposes of the research.

NFER will produce a report for Gatsby which will be published. No individual or organisation will be identifiable in this report, unless permission has explicitly been given by the data subject.

Depending on how research data is collected, it may be necessary to share contact details with a third party providing video conferencing facilities, for example Zoom or Microsoft Teams.

Zoom's privacy information can be found [here](#)

Microsoft Teams (a video conferencing and online meeting application) may also be used to conduct the interviews. Microsoft Team's privacy information can be found [here](#)

6 Is personal data being transferred to a third country?

NFER will not transfer any data outside of the UK/EEA.

Information about you in our possession may be transferred to other countries (which may include countries outside the UK/European Economic Area ("EEA")), such as jurisdictions where our third parties conduct their activities, for example Zoom.

When we, or our permitted third parties, transfer your information outside the EEA, we or they will impose contractual obligations on the recipients of that data to protect your information to the standard required in the UK.

7 How long will personal data be retained?

NFER will delete any personal data within one year of the research study. At the latest this will be June 2024.

8 Can I stop my personal data being used?

Gatsby and the NFER will handle your personal data in accordance with the rights given to individuals under data protection legislation. If at any time you wish us to withdraw your data from the project or correct errors in it, please contact NFER at: s.straw@nfer.ac.uk

In certain circumstances, data subjects have the right to restrict or object to processing. They also have the right to make a subject access request to see all the information held about them. To exercise any of these rights, please contact the NFER's Compliance Officer at compliance@nfer.ac.uk.

9 Who can I contact about this project?

NFER is responsible for the day-to-day management of this project. Please contact Suzanne Straw at NFER on 01904 567661 or at s.straw@nfer.ac.uk

Gatsby determines the purposes and means of processing personal data as part of this project. Their representative, Jenifer Burden (the Gatsby project manager for this research), can be contacted at: jenifer.burden@gatsby.org.uk You can also contact Paul Chapman, Gatsby's Data Protection Officer, at: paul.chapman@sfct.org.uk

If you have a concern about the way this project processes personal data, we request that you raise your concern with NFER (see the details above) or Gatsby in the first instance. If

you remain dissatisfied, you can contact the Information Commissioner's Office, the body responsible for enforcing data protection legislation in the UK, at <https://ico.org.uk/concerns/>.

10 Updates

We keep this privacy notice under review to make sure it is up to date and accurate. Any changes will be noted. The date when this privacy notice was last updated is shown in the footer at the bottom of this document.