
Privacy Notice: Ethnic diversity in England's education workforce – scoping data collection

1 Why are we collecting this data?

The National Foundation for Educational Research (NFER) has received funding from the [Nuffield Foundation](#) to undertake research into ethnic disparities in the education workforce. This research focuses on representation, progression barriers, pay gaps, and evaluation of an intervention to improve diversity. It will identify where action is most needed to continue addressing disparities, and evaluate what works to reduce them. We are collecting aggregate data on ITT staff ages and ethnicities from ITT providers, to assess the ethnic representativeness of the ITT sector as a whole and contextualise observed ethnic disparities in ITT acceptance, retention and outcomes. To ensure this is effective, we will test our data collection approach with a small number of ITT providers.

This document outlines how personal data of ITT staff will be collected and processed for the purposes of the research. No individual, school or ITT provider will be named in any report for this project. NFER is the data controller.

2 What is the legal basis for processing activities?

The legal basis for processing personal data is

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

We have carried out a legitimate interest assessment, which demonstrates that the research fulfils one of NFER's core business purposes (undertaking research, evaluation, and information activities). It cannot be done without processing personal data, but processing does not override the data subject's interests. The research has wider societal benefits as it will develop the evidence base and support policymakers and practitioners to act to achieve a more ethnically diverse workforce.

3 How will personal data be obtained?

Participants will be recruited on a voluntary basis and will provide their personal data directly to the research team when they choose to take part

We will collect further data directly from participants, via a Microsoft Teams call.

4 What personal data is being collected by this project?

Testing calls will collect video images, audio recording, and the name, role, organisation and email address of the call participant, as well as participants' views on the data collection approach.

5 Who will personal data be shared with?

Microsoft Teams will be used for testing calls. A privacy notice is available here:
<https://docs.microsoft.com/en-us/microsoftteams/teams-privacy>

6 Is personal data being transferred outside of the UK?

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

7 How long will personal data be retained?

We will delete the recording and contact details once we have used participant feedback to finalise how data will be collected. This is expected to be in November 2026.

8 What are my rights with respect to personal data?

NFER handles personal data in accordance with the rights given to individuals under data protection legislation. Under certain circumstances data subjects have the right:

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

We may need to request specific information from you to help us confirm your identity and ensure your right to access the information (or to exercise any of your other rights). This helps us ensure that personal information is not disclosed to any person who has no right to receive it.

To exercise these rights, please contact our Compliance Officer (compliance@nfer.ac.uk).

9 Who can I contact about this project?

Any queries about the day-to-day management of the data processing outlined in this privacy notice, please contact Jack Worth j.worth@nfer.ac.uk

If you have any questions about the way NFER processes personal data, please contact the Compliance Officer using the email address provided above, or you can make a complaint as outlined in our [Complaints Policy](#).

After we have responded, if you remain dissatisfied, you have the right to raise a complaint about data protection issues with 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 our privacy notice under regular review to make sure it is up to date and accurate; any changes will be recorded.

The date when this privacy notice was last updated is shown in the footer at the bottom of this document.