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**DATA RETENTION SCHEDULE – APRIL 2023**

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| **BURSARY** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| **Bursary** | **External committee member contact details** | Name, address, email address, telephone number. Provided by Committee member | **For the duration of membership** | **Destroyed** |
| **Bursary** | **Accident reports** | Data submitted by member of staff or student.  Data includes  Name and address of  Person affected/injured  Person reporting incident  Date and time of incident  Description of incident including cause and nature of injury.  Actions taken and recommendations | **3 years after accident** | **Destroyed**  Unless data may be required for health/criminal claims. |
| **Estate** | **Legal** | Master plans for sites & buildings | Permanent Retention | **Retain** |
|  | **Legal** | Management of Historical buildings and monuments | Permanent Retention | **Retain** |

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| **CATERING** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| **Catering** | To ensure dietary and menu requirements are met for clients using the catering department | Records of catering requirements & options for provision. The method of collection is by email and UPay | End current year | Delete  Electronic  Version |
| **Catering** | Working with clients on their events planning | Design & delivery of catering, menu plans, events plans using KX  Client records of event booking details including company name, business or private address and email plus event details. | End current year + 1 year | Delete  Electronic  Version |
| **Catering** | To analyse sales from food and Beverage to produce reports to track sale trends on weekly, monthly and yearly basis | Catering products choices, orders and student names, room numbers and Crsids | End current year + 6 years | Delete  Electronic  Version |
| **Catering** | Recording of time and attendance for payroll | Staff working patterns recording sickness and holidays  Hours worked using ADP system for payroll (See HR and Finance) | End current year + 6 years | Delete  Electronic  Version |
| **Catering** | Records of holiday allowances and usage and sick days | Using Homerton HR system to record holiday allowances and sickness reporting (See HR) | End current year + 6 years | Delete  Electronic  Version |

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| **COLLEGE COUNSELLOR** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| College Counsellor | Records of student meetings | Student Name  CRSID  Dates of appointments  Anonymised brief process notes of conversation | Stored in a card index system. Locked and kept for 3 years | Destroyed |
|  | Student correspondence used when a student wants to intermit for example | Contents agreed by student and include initials of student (not their full name) | Electronic – 3 years | destroyed |

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| **CONFERENCE/EVENTS** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| **Conference Office** | New enquiry | Company name, contact address, telephone number, position of individual enquiring. Provided by client. | If no booking made data not retained.  Stored in client folder if booking moving forward and kinetics CRM system.  Legal requirement period  7 years after completion of event. | Destroyed |
| **Conference Office** | Event booking | Provided by client making booking. Individual contact for organisation, company details, full address, charity registration if appropriate, vat exemption information if appropriate.  Invoicing approval:  Signatures & contact information, telephone & email address.  Stored In Kinetics Conferencing system  Hardcopy for paper file  Electronic client folder on office computers  Data provided to Finance for invoicing purposes. | Legal requirement period  7 years after completion of event. | Destroyed |
| **Conference Office** | College Fellows  Make a reservation | Contact emails, Fellows names and titles, personal addresses sometimes for invoicing. Telephone contact information.  Stored in Conference office folder for internal business- hardcopy.  Kinetics booking system  Electronic folder until invoiced | If no invoice raised data and paperwork destroyed immediately after event.  If invoice raised Legal requirement period  7 years. Stored in Conference Office and Finance | **Destroyed** |
| **Conference Office** | Student bookings | Name of student, student role (for e.g. in HUS), and name of society/group represented.  Information provided via student booking form, telephone message, emails & in person.  Kept in internal booking folder if needs an invoice, if not disposed of. | If no invoice raised data and paperwork destroyed immediately after event.  If invoice raised Legal requirement period  7 years. Stored in Conference Office and Finance | **Destroyed** |

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| **DEVELOPMENT AND COMMUNICATIONS** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| **Communications and Engagement Office** | General correspondence (Alumni) | Full name, age & DOB. DOD if applicable; Employment details; Education; Donations to Homerton and/or other Colleges or University of Cambridge | Permanently | Where telephone, address, email etc. updated, we would keep a dormant record of previous to ensure they are not accidentally re-added and wipe current information |
| **Communications and Engagement Office** | Event Registrations | Full name, email address, matriculation year, ID number, College, seating preferences, dietary and access requirements | Full name, email address, matriculation year, ID number, College to be stored permanently for alumni; For non-alumni, until the information ceases to be relevant for ongoing relationships. Other information only stored for duration of the event. | Delete unnecessary information from electronic storage. |
| **Fundraising Office** | Fundraising solicitation | Telephone appeal: Full name, age & DOB. DOD if applicable; Marital status/relatives/friends; Gift Aid status; Address, phone numbers, email (including previous addresses); Donations to Homerton and/or other Colleges or University of Cambridge; Education; Employment details; anonymity requests (relating to donations) | Permanently. Other information collected during process to be assessed on relevance, purpose, duration etc; if has enduring relevance to core activity and either direct opt in consent by affirmative action or a legitimate interest reason, retain, if not, destroy. | Systematic hard copy to be destroyed, relevant information transferred to electronic database. |
| **Fundraising Office** | Fundraising solicitation | Direct mail appeals: Full name; Gift Aid status; Address, phone numbers, email; Donation to Homerton; bank details; anonymity requests (relating to donations) | Electronic – Permanently  Paper forms – 7 years | Paper forms destroyed at end of period. Financial details for credit or debit cards to be deleted after processing. |
| **Fundraising Office** | Fundraising relationships | Notes relating to individual fundraising meetings. | Electronic – permanently if alumni; if non alumni, retain for 7 years post relationship, skeleton record to exclude/include in future processes without error. | Paper forms destroyed |
| **Communications and Engagement Office** | Contact forms and ‘Grad Cards’ | Full name, previous name, address, telephone number, mobile number, email address, professional details (including address and telephone), date of birth, education details, interests (both at College and since leaving), any news (both personal and professional) and their email preferences | Paper forms – until the information is entered onto the database (approx. two weeks)  Electronic – permanently | Paper forms destroyed |
| **Development Office** | Homerton Careers Connections mentoring scheme | Full name, email address, professional details | Permanently | Paper forms, if any, destroyed after entering. |

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| **FINANCE** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| **General** | Financial Transactions | Purchase orders, purchase invoices, sales invoices, expenses payments, petty cash handling and other transaction records | End of current financial year + 6 years | Destroy – Data shredding |
| **General** | Financial Transactions | Credit/debit card details - Customer | End of Transaction | Destroy details when successfully processed |
| **Student Finance** | Financial Transactions | Student accounts and tuition fee records | End of current financial year + 6 years | Destroy – Data shredding |
| **General** | Accounting | Preparation and monitoring of annual operating budgets | While necessary for reference and future planning purposes | Destroy – Data shredding |
| **Tax** | Legal | Preparation and filing of annual tax returns (incl. VAT) | End of current financial year + 6 years | Destroy – Data shredding |
| **Investment** | Accounting | Bank statements and associated documentation | End of current financial year + 6 years | Destroy – Data shredding |
| **Investment** | Accounting | Valuations of capital assets | Until superseded by new valuation + 6 years | Destroy – Data shredding |
| **Insurance** | Insurance | Records documenting the arrangement and renewal of insurance policies | End of current financial year + 6 years | Destroy – Data shredding |
| **Subsidiaries** | Legal | Records concerning the formation of a subsidiary company | Life of company + 6 years | Destroy – Data shredding |
| **Subsidiaries** | Legal | Winding-up or disposal of the University’s interest in the subsidiary company | Life of company + 6 years | Destroy – Data shredding |
| **Payroll** | Accounting | Payroll data, starter, leaver, timesheets, forms, payslips, p60s | End of current financial year + up to 6 years | Destroy – Data shredding |
| **Payroll** | Legal, Accounting | Payslips, p60s | End of current financial year + up to 12 years | Destroy – Data shredding |
| **Pensions** | Legal, Accounting | Pension data forms | End of current financial year + up to 12 years | Destroy – Data shredding |

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| **HR** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| HR Department | Recruitment and Selection process (individual applications) | Job applications; name, address, email, NI number, career and school/training history, immigration status, supporting statement, name and address of referees  Information provided by the individual.  Kept in recruitment files in HR Administrator’s office, HR email inbox, HR Managers office in locked cabinet. | If applicant successful for the duration of their employment plus 7 years after leaving. If unsuccessful 12 months except if the person appointed to the post is a migrant sponsored under the points based immigration system, when we are required to retain the applications of all candidates shortlisted for final interview for one year or until a UK VISAs & Immigration compliance officer has examined and approved them, whichever is the sooner. | **Destroyed**. Unless data is required for historical/archive purposes in which case it is stored in permanent archive in the following format:  full name and title;  job title(s) or College affiliation(s) and the corresponding dates of employment/membership; any awards etc. that may be of historical interest to the College |
| HR Department | Recruitment and Selection process (Recruitment file for job vacancy) | Job applications; name, address, email, NI number, career and school/training history, immigration status, supporting statement, name and address of referees  Information provided by the individual.  Kept in recruitment files in HR Administrator’s office, HR email inbox, HR Managers office in locked cabinet. | 12 month after appointment made except if the person appointed to the post is a migrant sponsored under the points based immigration system, when we are required to retain the applications of all candidates shortlisted for final interview for one year or until a UK VISAs & Immigration compliance officer has examined and approved them, whichever is the sooner. | **Destroyed**. |
| HR Department | Diversity and Inclusion Monitoring | Anonymous Age, ethnicity, disability (this data is optional and remains anonymous for equal opportunities monitoring) Not mandatory provided at applicants’ discretion. Stored in HR Administrator’s office in a locked cabinet and on secure HR electronic folder. Anonymised statistics presented at Diversity and Inclusion meetings | 1 year | **Destroyed** |
| HR Department | Maintaining an up to date Employee record | Within HR data base, time entry system and paper HR file:  Personal details, including name, contact details (phone, email, postal, both work and personal), car registration (for the purpose of car park security) and photograph  Current and any previous role description  Current and any previous contracts of employment and related correspondence;  Any occupational health assessments and medical information you have provided, and related work requirements;  Training and development qualifications, requests and requirements.  Appraisal records  Induction records  Records of any investigation or review into conduct or performance | For the duration of employment plus 1 year after leaving.  After that a small subset of personal data is retained for up to 7 years after leaving. | **Destroyed** |
| HR Department | Maintaining Pay and benefit records. | Within HR database and payroll database in order to pay employee. Bank details: details of pension scheme, current and previous salary and other earnings (e.g. maternity pay, overtime), and the amounts you have paid in statutory taxes  Correspondence between employee and the College, and between members and staff of the College, relating to an employee’s pay, pension, benefits and other remuneration.  In addition, we maintain records of use or take-up of any benefit schemes provided by us (e.g. eye care and cycle to work and discounts), which we collate and monitor to review the effectiveness of these staff benefits. | For the duration of employment plus 1 year after leaving.  After that a small subset of personal data is retained for up to 7 years after leaving  Pension-related information including basic salary and job description to be kept for up to 13 years after leaving. | **Destroyed** |
| HR Department | HR file (leaver) | Subset of original file: Name, contact details, salary and other earnings, pension and amount paid in tax.Current appraisal records, live warning and/or investigations into conduct; reasons for leaving and any related correspondence. Any references written subsequent to employment ending. | Up to 7 years after last day of employment.  Pension-related information including basic salary and job description to be kept for up to 13 years after leaving. | **Destroyed.** Unless data is required for historical/archive purposes in which case it is stored in permanent archive in the following format:  full name and title;  job title(s) or College affiliation(s) and the corresponding dates of employment/membership; any awards etc. that may be of historical interest to the College |

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| **IT** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| Records of the development, modification and maintenance of major IT systems | Visibility to the team of changes to systems and progress of projects. | What happened to what service and when, version numbers and processes. | Decommissioning of system + 5 years | Destroy |
| Initial development of major IT systems that are not implemented | To Record the Test Process / Research and Development | What happened to what service and when, version numbers and processes. | Last action towards development + 5 years | Destroy |
| Development of new, non-major IT systems (usually held as project management records) | To Record the Test Process / Research and Development | What happened to what service and when, version numbers and processes. | Termination of project + 5 years | Destroy |
| Routine monitoring of IT systems and actions taken to rectify problems | Visibility to the team of changes to systems and progress of projects. | What happened to what service and when, version numbers and processes. | Decommissioning of system + 6 months | Destroy |
| Software licences | To ensure we are compliant with the licensing we have purchased. | Software versions and names of the software. The device the license is assigned to. | Until superseded by new licence + 6 months | Destroy |
| Email and connection log data | We do not collect this data | n/a | Date of log + 6 months | Destroy |
| Web usage log data | We do not collect this data | n/a | Date of log + 3 months (though longer periods may be set by external usage monitoring services) | Destroy |
| Anonymised summaries of log data | Times and dates of what has happened on the device operationally. | To troubleshoot problems with servers and hardware. | While necessary for reference and future planning purposes | Destroy |
| Records documenting attempted or actual security breaches of IT systems and action taken | A report on what happened and when, what the remedial works were. | Visibility to the team and lessons learned to prevent future problems. | Last action on breach + 6 years | Destroy |
| Records documenting extraordinary institutional access to individual user accounts | We do not collect this data | n/a | End of access period + 3 years | Destroy |
| Development and content of IT training programmes | We do not collect this data | n/a | Until superseded by new programmes + 5 years | Destroy |
| Logs of requests for assistance from  IT system users (‘tickets’) and action taken | To produce a knowledgebase of ways to resolve problems, track performance of helpdesk staff. | Names and contact details with descriptions of the fault from end users. | Date of closure of ticket + 5 years (though longer periods may be necessary where required for other purposes e.g. security, asset management or  disciplinary matters) | Destroy |

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| **LIBRARY** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| **Library** | Reader record | Full name, address, email, phone number.  Data collected by University and stored on University database (ALMA). Homerton Library views and edits data as appropriate. | Indefinitely, until expiry date has passed. Retention policies are University-wide. | Destroyed by University |
| **Library** | Access for library door | Names of casual employees and external users; also sent to Porters. | For duration of use of library. | Destroyed |
| **Library** | Donor information | Name and details of donation, contact details. | Indefinitely, with donors permission. | No records retained beyond correspondence period + 18 months if no permission given. |
| **Library** | Student Support Documents | Names, contact information and details of any health conditions.  Data is circulated from the College Disability Officer. It is held securely in a drive with access only available to the librarian and deputy. | For duration of student’s course + 6 months. | Destroyed |
| **Library** | Email correspondence with library@homerton.cam.ac.uk | Any data provided by correspondents, potentially also about 3rd parties. | 18 months, or until correspondence is complete. | Destroyed |
| **Library** | MPhils bookings for rare book consultation | Students names, books to be viewed, email addresses. | 12 months | All personal data is stripped out, but book details are retained for future reference. |
| **Library** | Copyright declaration for scanned items (where staff have provided the scan to a user) | Student name, signature, barcode and email, book/article details. | Permanent | N/A Copyright law requires perpetual retention. |

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| **Porters’ Lodge 2023/24** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| **Porters’ Lodge** | FMS Cycle Register | Student / Staff details for bikes registered at the College. Data held also includes the make, model and frame number of cycles. Data is provided by owner of the cycle and is stored electronically on FMS. | Retained for the duration of the student’s course or staff members employment. | Destroyed. |
| **Porters’ Lodge** | FMS Parcels & Key Logging Software | All data relating to parcels received and keys loaned is automatically deleted / purged automatically after two years. Data is stored electronically on FMS | Data automatically deleted / purged after two years | Destroyed |
| **Porters’ Lodge** | Staff Car Park Permits | Provided by owner / User of vehicle. Hard copy kept in Porters Lodge. | Rolling Programme, details removed when staff leave or change vehicle. | Destroyed. |
| **Porters’ Lodge** | Incidents | Data collected by Porters of serious incidents involving staff and students that have occurred across the site. Notes recorded on internal mail box (incidents at Homerton). Accessible to Porters, Senior Tutor, Dean, Deans Assistant and Health Care Adviser. | For the duration of the student’s course.  Staff information given to and retained by HR department in line with their retention periods above. | Destroyed.  Unless data may be required for health/criminal claims after the student has left Homerton. Data will be transferred on Camsis and held indefinitely. |
| **Porters’ Lodge** | Pastoral procedures | Data provided by the College Health Advisor. Only used in case of emergency. | Retained for the duration of the students course or staff members employment. | Destroyed. |
| **Porters’ Lodge** | CCTV | All movements in front of a camera is recorded for the protection of staff and security of the premises. | 28 days. | Destroyed. |
| **Porter’ Lodge** | PEEPs | We keep ‘Personal Emergency Evacuation Plans’ for individual students who might have difficulties evacuating due to a disability or injury | For the duration of a student’s or delegates residency for a permanent disability.  For the duration of recuperation if an injury (temporary PEEP) | Destroyed |

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| **Retired Senior Members Association** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| Retired Senior Members Association | Membership information | Name  Employment dates at Homerton  Career details  Activities and interest.  Photograph ID | Stored in password-protected systems and secure storage.  For duration of membership for as long as information remains relevant or in permanent archive whichever is appropriate. | Destroyed |

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| **SAFEGUARDING** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| Safeguarding | Record(S) of safeguarding incident/ongoing issue | Name, address contact details of vulnerable individual. Report on incident or on-going concerns. Names and contact details of agencies contacted e.g. Police, social Services, GP and hospital. The information is held by the Safeguarding Officer in a locked cabinet | As long as it is needed and in line with statutory requirements. For most records this will be for 7 years after completion of studies. | Destroyed |

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| **STUDENT HEALTH ADVISOR** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| Student Health Advisor | Medical records of students | Student name, address and date of birth, emergency contact details, Tripos, college year, and matriculation term and year. They may also contain more sensitive information about a student’s health and information such as the outcomes of their nursing assessment and any contact they have had with the Student Health Advisor such as appointments and consultations.  Notes, letters, reports, and emails relating to a student’s care or about their health, details about their treatment and care, results of investigations and or tests and relevant information from other health professional are also held as are emails relating to a student’s care or health.  Electronic, on paper or a mixture of both. A combination of working practices and technology are used to ensure that your information is kept confidential and secure. Your records are backed up securely. The Student Health Advisor ensures that information held is kept in secure locations is protected by appropriate security and access is restricted to the Student Health Advisor. The external data processors used have their own security arrangements in place. Rushcliff provide these. Further details can be found here <https://www.rushcliff.com/hosted.php> | Student records are managed in line with the RCN recommendation for the retention of nursing records, currently for a minimum of 8 years. | Destroyed |
| Student Health Advisor | Students with medical conditions that need to be shared with other departments | With the students consent notification that a student is diabetic, epileptic and or carry an adrenalin auto injector. This information with photo ID is shared with the Porters’ Lodge and the Catering Department if a student is diabetic and or carries an adrenaline auto injector; this is so that during a first aid emergency they can be easily identified. If a student is epileptic, this information will be shared with the Porters’ lodge. | For the duration of a student’s studies | Destroyed |

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| **TUTORIAL OFFICE** | | | | |
| **BUSINESS AREA** | **Reason for collecting data** | **What data is collected and who has requested/provided it** | **RETENTION PERIOD** | **ACTION AT END OF RETENTION PERIOD** |
| Tutorial Office | Maintaining student personal details | Current name and any previous names  Unique personal identifiers e.g. student number CRDID, date of birth, photography  Current and previous contact details  Next of kin emergency contact numbers | In permanent archive in  Camsis and Camcors  Following graduation | **Destroyed** |
| Tutorial Office | Maintaining a formal record of a student’s academic progress and achievements | Application details, assessment of application and details of any offers of study made by the College  Records of academic provision, including supervision, examinations and other academic support  Matriculation and graduation details and records of academic qualifications including those prior to becoming a member of the College.  Other details of academic progress or achievements e.g. awards and prizes.  Record of membership to College committees, JCR, MCR club and societies  Awards, prizes and achievements in College or University related activities | In permanent archive in  Camsis and Camcors  Following graduation |  |
| Tutorial Office | Maintaining a record of a student’s particular personal needs | Details of any disability, illness and any subsequent learning support, social support and any other support needs  Details of any serious risks affecting a student e.g. allergies  Arrangements agreed with the student to manage their use of College/University facilities e.g. computing services, sports facilities, libraries etc., including any special requirements linked to health or religious beliefs. | Student Graduation or departure plus one year | **Destroyed** |
| Tutorial Office | Maintaining financial records of a student | Sources of funding support and tuition fee liabilities. Records of accommodation liabilities and other related charges e.g. MMC  Records of any financial support agreed by the university/College e.g. Cambridge Bursar.  Copies of accommodation contracts  Banking details and transactions  College financial account, including balance and transactions  Copies of correspondence relating to any of the above | Completion of studies + seven years in the finance office | **Destroyed** |
| Tutorial Office | Maintaining a record of a student behaviour in particular concerns or complaints | Details of any investigations undertaken by the College in conduct or behaviour of students, disciplinary investigations, fitness to study investigations and any complaints made against students. Records of outcomes. | Student Graduation or departure plus one year | **Destroyed** |
| Tutorial Office | Maintaining a record of any complaints made by a students | Details of any complaints made by students and their outcomes. | Completion of studies + 3 years | **Destroyed** |
| Tutorial Office | Data to enable the college and university to produce statistics and research for internal and statutory reporting purposes | Information relating to Equal Opportunities e.g. nationality, ethnicity, religious and other beliefs, gender, sexuality, age etc.  Information relating to known relationships with other members (past or present) of the College/University  Information relating to your rights to live, work and study in the UK  Any criminal record that that may affect the status of a student at the University/College. | Held permanently in CAMSIS |  |