

Data Retention Schedule

Record keeping and retention schedule

Guidance for Evolving Communities, local Healthwatch or Maternity and Neonatal Voices Partnership (MNVP) services

The General Data Protection Schedule(GDPR) states that data should be kept no longer than necessary. This means that you must have a sound reason for keeping information and once you no longer need it you should securely erase and destroy it.

Any data, whether held on computer systems or on paper, should be subject to a strict retention schedule.

Policy Statement

Accurate, proportionate records are kept to:

- Provide a high-quality service to patients and the public.
- To ensure that feedback can be provided.
- To ensure good support and supervision to volunteers
- To comply with all employment, charity and company legal requirements to comply with quality assurance systems.

All records are made and held in accordance with the principles of the GDPR. It is Evolving Communities responsibility to ensure that their activities, whether solely or as part of another organisation, are covered by their registration with the Information Commissioner's Office.

Records are retained for the period specified in the procedure below, and with the exception of items that must be stored permanently, are then safely destroyed.

Procedure

1. All paper based records are held securely in a locked filing cabinet. These include, HR files, comments received, signed consent forms and Record of Concerns Forms (ROCA). Where possible such records should be scanned and saved electronically.
2. Electronic files are kept securely, are password protected and regularly backed up. These include the database, payroll information, financial records, all HR records and retention records.
3. Members of the public who choose to engage with Evolving Communities, or the local Healthwatch/MNVP service it runs, are asked for consent that their comments be stored on a secure database and informed that personal information will be kept confidential and will not be shared unless express consent has been given. The Data collected by the local Healthwatch will be stored on the Healthwatch England CRM system. When asking for consent to pass on personal details Evolving Communities, or the local Healthwatch/MNVP service it runs, will always confirm how the information will be used and passed on.
4. When DBS checks are requested, Evolving Communities, or the local Healthwatch/MNVP service it runs, will keep a record of the DBS reference number and the date the check was completed on the relevant volunteer or staff file, but do not keep a copy of the DBS check. Copies of documents used to validate each identity for the purpose of a DBS check are held for a minimum of two years.
5. Evolving Communities and the local Healthwatch/MNVP service it runs complies with the requirements of company law and records are maintained and retained in accordance with the retention summary below. Evolving Communities and the local Healthwatch/MNVP service also complies with the Statement of Recommended Practice (SORP) in relation to its financial record keeping and reporting; and all financial records are retained in accordance with the retention summary below.
6. Evolving Communities stores insurance policies and employer's liability insurance certificates and records relating to the ownership or leasehold of premises securely and in line with the retention summary below.
7. Confidential hard copy records that are waiting to be destroyed should be kept securely and shredded or disposed of using a reputable company.
8. Electronic records should be destroyed in line with the retention schedule below by a reputable company and a certificate of destruction provided.

Retention schedule

Retention of records in Evolving Communities and the local Healthwatch/MNVP service it runs

Employment/volunteers

Staff and volunteer records should be retained for six years after the end of employment but need to only contain sufficient information in order to provide a reference (e.g. training and disciplinary records).

Copies of any reference given should be retained for six years after the reference request. Director's files should be retained for six years.

Application form	Duration of employment/volunteering destroy when employment ends
References received	Duration of employment destroy when employment ends
Sickness and maternity records	Six years from end of employment
Annual leave records	Six years from end of employment
Unpaid leave/special leave records	Six years from end of employment
Records relating to an injury or accident at work	12 years
References given/information to enable a reference to be provided	Six years from end of employment
Recruitment and selection material (unsuccessful candidates)	Two years after recruitment is finalised
Disciplinary records	Six years after employment has ended
Statutory maternity pay records, calculations and certificates	Retain while employed and for seven years after employment has ended

Redundancy details, calculation of payments and refunds	Seven years from date of redundancy
Note: if an allegation has been made about the member of staff, volunteer or trustee the staff record should be retained until they reach the normal retirement age of ten years or for ten years, if that is longer (for example, around safeguarding).	
Record of comments and other evidence, e.g. observations, interviews, Enter and View notes.	
Comments recorded on internal databases	Retain for 18 months (paper copies of service feedback on database to be held for 3 months then shredded) or for as long as needed.
Comments and or other evidence that have not been recorded on the database.	18 months
Formal consultation data	3 years
Commissioned project data	To be agree with funder
Signed consent forms	Destroy in line with above
DBS checks	
Record disclosure reference numbers and date of check and return to the volunteer or staff member.	
Record of concern forms	
All ROCAs and related information should be kept for ten years. If the record relates to children and young people, the record must be kept till they are 21 years old before destroying.	

Financial records	
Financial records	Six years
Income tax and NI returns, income tax records and correspondence with HMRC	Not less than three years after the end of the financial year to which they relate.
Payroll records (also overtime, bonuses, expenses)	Ten years
Pension contribution records	Six years
Pension scheme investment policies	12 years from any benefit payable under the policy
Corporate	
Employers liability certificate	40 years
Insurance policies	Permanently
Certificate of incorporation	Permanently
Minutes of Board of Trustees	Permanently
Memorandum of association	Original to be kept permanently
Articles of association	Original to be kept permanently
Variations to the governing Documents	Original to be kept permanently
Statutory registers	Permanently
Membership records	20 years from commencement of membership register

Rental or hire purchase agreements	Six years after expiry
Others	
Deeds of title	Permanently
Leases	12 years after lease has expired
Accident books	Three years from the date of the last entry (or, if the accident involves a child/ young adult, then until that person reaches the age of 21).
Health and safety policy documents	Retain until superseded
Assessment of risks under health and safety legislation	Retain until superseded

[In line with Healthwatch England's retention schedule]