

The Higher Education Statistics Agency Limited (HESA) is the body responsible for collecting and disseminating information about higher education in the UK and the designated data body for England (see <https://www.hesa.ac.uk/about> for more information). HESA is a [Controller](#) of your information.

Reference to "your provider" refers to the higher education provider where you work. This notice relates to information about you which will be collected by your provider and passed to HESA and to other organisations as described below.

This notice is applicable to the 2022/23 academic year. It is also applicable to data collected in previous academic years and retained by HESA. See *Categories of information submitted to HESA, including Special Categories of data*, below, for more information about the categories of data that will be collected in 2022/23 and that have been collected in previous years.

## HOW TO READ THIS PRIVACY NOTICE

Please click the headings for information. Each section has key information in bold text.

Further detail is provided in normal text.

## REVIEW AND UPDATES TO THIS NOTICE

This notice sets out information about HESA and other Controllers of your data, how and why they process your data, [legal bases for this processing](#)



Staff Record	Finance Record (see Purpose 6)
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[21/22](#)

[20/21](#)

[19/20](#)

[18/19](#)

[17/18](#)

[16/17](#)

[15/16](#)

[14/15](#)



## **Legal basis for processing your information for Purpose 1**

Processing of your HESA information is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in HESA (See GDPR Article 6(1)(e)).

Processing of non-academic staff information may also be necessary for the purposes of the legitimate interests pursued by the Controller or by a third party (See GDPR Article 6(1)(f)).

Processing of Special Categories of data is necessary for reasons of substantial public interest in accordance with the Equality Act (Article 9(2)(g), UK GDPR and paragraph 8, part 2, schedule 1, Data Protection Act 2018); and necessary for statistical and research purposes in accordance with Article 89(1) and research purposes based on the duties in the Equality Act 2010, Section 75 of the Northern Ireland Act 1998, or the Digital Economy Act 2017 or equivalent subsequent legislation, or for other research purposes (Article 9(2)(j), UK GDPR, and paragraph 4, part 1, schedule 1, Data Protection Act 2018).

## PURPOSE 2 INDIVIDUAL LEVEL DATA USED FOR PUBLIC FUNCTIONS BY PUBLIC AUTHORITIES

**HESA acts as an information hub to provide data and statistics on higher education. While the bodies described in Purpose 1 (above) have legal or regulatory power to require information from certain higher education providers, other public authorities also use your HESA information for their statutory and/or public functions including funding, regulation and policy-making purposes.**

### **Education statistics and data**

HESA also acts as an information hub to provide information on higher education. In England, this is undertaken your HESA information with public authorities who require it to carry out their statutory and/or public functions. This data sharing is carried out in the public interest or in the exercise of official authority vested in HESA and the public authorities. Your HESA information will be shared with these organisations as part of a large dataset which contains similar information about other people who work at higher education providers in the UK.



## PURPOSE 3 - HESA PUBLICATIONS

### **HESA publishes statistics about staff working in higher education.**

information about higher education in the public interest. This includes Official and National Statistics publications (<https://uksa.statisticsauthority.gov.uk/about-the-authority/uk-statistical-system/types-of-official-statistics/>) and online business intelligence and research services.

When producing this material for publication, HESA applies its disclosure control, the [HESA Standard Rounding Methodology](#), to ensure that no Personal Data is included and that individuals cannot be identified from published material.

#### **Legal basis for processing your information for Purpose 3**

Processing of your HESA information is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in HESA (See GDPR Article 6(1)(e)).

Processing of Special Categories of data is necessary for reasons of substantial public interest in accordance with the Equality Act (Article 9(2)(g), UK GDPR and paragraph 8, part 2, schedule 1, Data Protection Act 2018); and necessary for statistic08871 0 595.3for sul statistic08



## PURPOSE 4 - EQUAL OPPORTUNITY, RESEARCH, JOURNALISM, AND OTHER PROCESSING FOR STATISTICAL AND RESEARCH PURPOSES

**HESA information is used for research into higher education and the staff population. This research can be academic, commercial, journalistic or for personal reasons. HESA prohibits the identification of individual staff m**

purpose where this is necessary to fulfil their public functions.

## **Legal basis for processing your information for Purpose 4**

Processing of your HESA information is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in HESA (See GDPR Article 6(1)(e)).

Processing may also be necessary for the purposes of the legitimate interests of HESA in disseminating higher education information, or the legitimate interests of third parties in undertaking research in the field of higher education (See GDPR Article 6(1)(f)).

Processing of Special Categories of data is necessary for reasons of substantial public interest in accordance with the Equality Act (Article 9(2)(g), UK GDPR and paragraph 8, part 2, schedule 1, Data Protection Act 2018); and necessary for statistical and research purposes in accordance with Article 89(1) and research purposes based on the duties in the Equality Act 2010, Section 75 of the Northern Ireland Act 1998, or the Digital Economy Act 2017 or equivalent subsequent legislation, or for other research purposes (Article 9(2)(j), UK GDPR, and paragraph 9 of the UK GDPR, and paragraph 9 of the UK GDPR the duties in the

## PURPOSE 5 - CLINICAL ACADEMIC STAFF AND HEALTH PROFESSIONALS ONLY

**If you work in a clinical or health-related role or department the Medical Schools Council may use your HESA information for additional purposes.**

The [Medical Schools Council](#) (MSC) and [Universities UK](#) through the activities of its Dental



## PURPOSE 7 USE BY HESA TO PERFORM ITS ROLE AS DESIGNATED DATA BODY FOR ENGLAND AND ITS EQUIVALENT ROLES FOR THE OTHER COUNTRIES OF THE UNITED KINGDOM

**Your HESA information is processed by HESA to collect, compile, publish and share data in accordance with this notice. This processing will include processing for purposes such as analysis & research to: review and improve data quality; data accuracy; and the usefulness, context & richness of the data/analysis HESA produces. It will also be processed to analyse and research the outcomes from education.**

HESA processes your HESA information as part of a larger statistical dataset for the above purposes to:

Create derived fields to enrich data utility and insights of HESA data

