



# General Data Protection Regulation (GDPR)

November 2023

## What is GDPR?

The UK GDPR came into effect on 1 January 2021. It sets out the key principles, rights and obligations for most processing of personal data in the UK, except for law enforcement and intelligence agencies.

It's based on the EU GDPR which applied in the UK before that date, with some changes to make it work more effectively in a UK context.

## GDPR states that personal data must be:

- processed lawfully, fairly and in a transparent manner, collected and processed only for specified, explicit and legitimate purposes
- adequate, relevant and limited to what's necessary
- accurate and kept up to date
- held only for the absolute time necessary and no longer
- processed in a manner that ensures appropriate security of the personal data.

## What is personal data?

As defined by the Information Commissioner's Office (ICO), personal data means any information relating to an identifiable person who can be directly or indirectly identified in particular by reference to an identifier.

This definition provides for a wide range of personal identifiers to constitute personal data, including name, identification number, location data or online identifier, reflecting changes in technology and the way organisations collect information about people.

## Why do we hold personal data?

In order to effectively administer the Scheme we require certain personal details. We receive this information from yourself, employers and third parties. This information includes (but isn't limited to) National Insurance numbers, Date of Birth, contact details, service information and salary information. This allows us to maintain the Scheme records.

## How does Teachers' Pensions ensure we're GDPR compliant?

We process data on behalf of the Department for Education (Data Controller) on a legal basis. Employers who are a part of the Teachers' Pension Scheme are legally required to provide information to us for the administration of the Scheme. As the Department for Education is the data controller we've taken instruction from them in respect of becoming compliant.

## **I haven't opted in to communications, why am I still getting Teachers' Pensions emails?**

While some companies will require people to opt in to communications to receive an email/contact from them, we need to be able to communicate with you as information sent through email is related to your options and rights within the Scheme. Therefore, this information is in your legitimate interest and we can contact you without the need of explicit consent.

## **Where can I find out further information about GDPR and my rights?**

For more information please see our [privacy page](#). This contains the privacy statement from the Department for Education.

For general information on GDPR please see the [ICO website](#).

Where there is any difference between the legislation governing the Teachers' Pension Scheme and the information in this factsheet the legislation will apply.