

GREENSTEAD EVANGELICAL FREE CHURCH : DATA RETENTION

Section	Documents	Retention period	Reason	Action after retention period
Employment	All information relating to recruitment, selection and development whilst in post	6 years after post-holder has left your employment	Limitation Act 1980 ⁽¹⁾	Destroy
	Information on any disciplinary or grievance matter that is still 'live' on the individual's personnel file, including information on any penalty or warning imposed	6 years after post-holder has left your employment	Limitation Act 1980 ⁽¹⁾	Destroy
	Information on an individual's health and sickness record, including information on any adjustment made to their working pattern, either on a temporary or permanent basis	6 years after post-holder has left your employment	Limitation Act 1980 ⁽¹⁾	Destroy
	Information on any safeguarding concern or matter in which the employee was involved in any way	75 years after employment/role ceases (see Safeguarding Retention Schedule under Safeguarding below)	Requirements of the Independent Inquiry into Child Sexual Abuse (IICSA)	Not applicable
	Parental leave records	18 years from the date of the birth of a child	To enable future employers to check entitlement	Destroy
	Payroll records including correspondence with HMRC	6 years from the end of the financial year the records relate to.	Charities Act and HMRC Rules	Destroy
	Pensions Records	According to the schedules set by the Pension provider		Destroy
	Application forms and interview notes for unsuccessful candidate	6 months to a year	2010 Equality Act recommends six months. One year limitation for defamation actions under Limitation Act.	Destroy

(1) Six years is generally the time limit within which proceedings founded on contract may be brought

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Employment (cont.)	Statutory Sick Pay records and calculations	6 years from the end of the financial year the records relate to.	Statutory Sick Pay (General) Regulations 1982	Destroy
	Statutory Maternity Pay records and calculations	6 years from the end of the financial year the records relate to.	Statutory Sick Pay (General) Regulations 1982	Destroy
	Health records	6 months from date of leaving employment	Management of Health and Safety at Work Regulations	Destroy
	Health records where reason for termination of employment is connected with health, including stress related illness	3 years from date of leaving employment. (Limited period for personal injury claims)		Destroy

Finance	All financial records – invoices, bills, bank statements, paying in books etc	6 years from the end of the financial year the record relates to	Charities Act and HMRC Rules	Destroy
	Gift Aid declarations	6 years after the last payment was made	HMRC Rules	Destroy
	Legacy information (i.e. documents which relate to a legacy received by the church)	6 years after the deceased's estate has been wound up	In line with requirements for other financial information	Destroy
	Church Annual Accounts and Reports	10 years ⁽²⁾	Good practice	Archive (e.g. County Archive Office)

(2) These should be kept permanently somewhere. 10 years is the suggested minimum period the information is held by the church before sent to archives.

Information on children	Check for accuracy annually			
See also:	Record that child was a member	Permanent		
http://safeinchurch.org.uk/record-retention	Personal data other than name and fact of membership	3 years after ceasing to be a member		Destroy

General	Correspondence (including emails)	Unless this relates to any other category of data listed here (e.g. finance, employment, safeguarding etc) correspondence should be kept for as long as is relevant. Churches might find it helpful for staff and volunteers to have an annual 'purge' of all correspondence and destroy any which is no longer relevant.		
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Health and Safety	Reportable accidents / accident book	3 years after date of entry or end of any investigation if later	The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013	Destroy
	Records documenting external inspections	3 years after date of inspection	Good practice	Destroy

Meetings	Church Meeting Minutes	10 years from the date of the meeting ⁽³⁾	Good practice	Archive (e.g. County Archive Office)
	Trustee Meeting Minutes	10 years from the date of the meeting ⁽³⁾	Good practice	Archive (e.g. County Archive Office)
	Minutes of internal groups	5 years from the date of the meeting	Good practice	Destroy unless of particular value in which case send to Archive

(3) These should be kept permanently somewhere. 10 years is the suggested minimum period the information is held by the church before sent to archives.

Membership	Church Membership List (Names)	Permanent but reviewed and updated regularly	Good practice	To Archive if church closes
	Contact details of Church Members and regular attendees	12 months after individual has ceased to be a member or stopped attending church. ^[4]	Good practice	Destroy
	Church Contact list or Directory	1 year after publication	Good practice	Destroy

(4) Unless individual asks for their details to be removed immediately

Property	Title Deeds for property (where church holds their own)	Permanently or until property is disposed of	Limitation Act 1980	Keep copy for 6 years after property has been disposed of
	Leases	12 years after lease and liabilities under the lease have terminated	Limitation Act 1980	Destroy
	Final plans, designs and drawings of the building, planning consents, building certifications, collateral warranties, records of major refurbishments and redevelopments.	Permanently or until six years after property is disposed of	Limitation Act 1980	Destroy 6 years after property is disposed of

