
Ethnic disparities in entry to teacher training and progression to senior leadership

1 Why are we collecting this data?

The National Foundation for Educational Research (NFER) is carrying out research on ethnic disparities in entry to teacher training and progression to senior leadership, to inform policy and practice in recruiting and retaining an ethnically diverse teaching workforce. NFER will collect personal data in order to conduct and analyse focus groups with Initial Teacher Training (ITT) staff and school senior leaders. Mission 44 have funded this research. NFER is the data controller.

2 What is the legal basis for processing activities?

The legal basis for processing personal data is covered by GDPR Article 6 (1) (f):

Legitimate interests: the processing is necessary for your (or a third party's) legitimate interests unless there is a good reason to protect the individual's personal data which overrides those legitimate interests.

A legitimate interest assessment has been undertaken. The evaluation fulfils one of NFER's core business purposes (undertaking research, evaluation, and information activities). It has broader societal benefits and will contribute to improving the lives of learners by providing evidence about recruiting and retaining an ethnically diverse teaching workforce, to ensure learners have the high quality teachers necessary for a good education. Research cannot be done without processing personal data, but NFER will ensure your rights are respected at all times.

3 How will personal data be obtained?

Data will be provided by the data subject, initially via email, and subsequently via an online focus group conducted on Microsoft Teams.

4 What personal data is being collected by this project?

To set up the focus groups, NFER will collect personal data (name, email address, role and institution) from potential participants via email. Focus groups will collect participants' views and experiences. Focus groups for ITT staff will explore the application, selection and admission of candidates for Initial Teacher Training. Focus groups for school leaders will explore teacher retention and progression.

5 Who will personal data be shared with?

We will use Microsoft Teams to conduct, record and transcribe the focus groups. A privacy notice for Microsoft Teams can be found at <https://learn.microsoft.com/en-us/microsoftteams/security-compliance-overview#privacy>

No personal data will be shared with any third parties. No individual, school or ITT provider will be named in any report arising from the research. Anonymous findings from focus groups will be shared with Mission 44 as part of the research. Some direct quotes might be used in the report, they will not be attributed to an individual.

6 Is personal data being transferred outside of the UK?

No personal data is stored or transferred outside of the UK.

7 How long will personal data be retained?

Focus group transcripts and recordings, with verbal agreement, will be kept in NFER's secure drives while the project report is under development. NFER will delete any personal data collected in the research within one year of publication of the final report. This deletion process is currently planned for April 2026.

8 Can I stop my personal data being used?

NFER handles personal data in accordance with the rights given to individuals under data protection legislation. If at any time you wish us to withdraw your data collected during this study or correct errors in it, please contact NFER, by email at k.aston@nfer.ac.uk. NFER will still use the personal data you have provided up to the point you wish to withdraw unless you tell us otherwise.

In certain circumstances, data subjects have the right to restrict or object to processing. They also have the right to make a subject access request to see all the information held about them. NFER will cooperate fully when a subject access request (SAR) is made of the data controller. To exercise these rights, please contact our Compliance Officer compliance@nfer.ac.uk.

9 Who can I contact about this project?

NFER is responsible for the day-to-day management of the project. If you have any queries about the project, please contact Katherine Aston, project leader, by email at k.aston@nfer.ac.uk.

If you have a concern about the way this project processes personal data, we request that you raise your concern with us in the first instance (see the details above). If you remain dissatisfied, you can contact the Information Commissioner's Office, the body responsible for enforcing data protection legislation in the UK, at <https://ico.org.uk/concerns/>.

10 Last updated

We keep this privacy notice under review to make sure it is up to date and accurate. Any changes will be noted. We recommend that you revisit this information from time to time. The date when this privacy notice was last updated is shown in the footer at the bottom of this document.