

## Durham University Records Retention Schedule March 2025

### A: Function - Teaching and Learning Support

Developing and delivering learning support resources to support taught students in developing academic and personal skills, and delivering the University's taught programmes which lead to academic awards. For teaching programmes which do not lead to academic awards use Knowledge Transfer and Enterprise.

Included is the delivery of all learning support resources, whatever they are and however they are made available to students. Learning support resources include guidance materials in a range of media/formats; training for individuals or groups (e.g. lectures, workshops); individual coaching / advice (e.g. on academic writing skills or presentation skills).

Included is the delivery of all taught programmes, whatever the type of award they lead to, whatever the delivery method (e.g. includes distance learning, e-learning, blended learning, workplace learning, as well as traditional methods), and whether the programme is delivered in collaboration with other Universities or organisations.

Activity	Notes / Description	Trigger	Retention	Action (see cover sheet for guidance)	Citations and notes supporting retention period
<b>Taught programme development</b>	The activities involved in developing the University's taught programmes.  Activities include: designing and developing new programmes and new modules specifications in existing programmes; revising existing programmes and modules; withdrawing programmes or modules; obtaining and maintaining accreditation for programmes.	Life of the programme	10 years	Review / Archive	University's business requirements
<b>Taught programme delivery</b>	The activities involved in delivering the University's taught programmes.  Activities include: preparing teaching and learning materials (which may be in any medium or format); planning and conducting teaching and learning events (e.g. lectures, tutorials, seminars, workshops, practical instruction classes, field trips, work placements); providing opportunities for students to gain formative feedback on their learning (e.g. through peer assessment of presentations or completion of self-assessment tasks).  Recorded materials may need to be kept for a shorter period of time.	End of academic year	1 year	Destroy	University's business requirements
<b>Taught student assessment</b>	The activities involved in conducting assessment (i.e. all types of formative and summative assessment) to measure students' achievement of the intended learning outcomes of the University's taught programmes.  Activities include: setting assessments; marking/grading assessments; reviewing marks/grades awarded in response to notifications of mitigating circumstances; conducting meetings of examination boards; determining awards and classifications.  For PGR assessment use RESEARCH PROGRAMME ASSESSMENT.	End of student enrolment	6 years	Destroy	Limitation Act 1980 c. 58 s 5  OfS requirement in Conditions of Registration (B4) <a href="https://www.officeforstudents.org.uk/for-providers/quality-and-standards/retaining-assessed-work/">https://www.officeforstudents.org.uk/for-providers/quality-and-standards/retaining-assessed-work/</a>
<b>Taught programme review</b>	The activities involved in reviewing the University's taught programmes to inform ongoing programme development. Activities include: collecting and analysing student numbers and other programme statistics; collecting, reviewing and responding to feedback on programmes from staff, students, external examiners and others.	End of academic year	6 years	Destroy	University's business requirements

### B: Function - Academic and Student Management

The function of managing and providing administrative support for the University's academic programmes, student assessment, and awards, and of managing the University's relationships with its students and providing student support services; maintaining evidence of fitness to practise and carrying out fitness to practise investigations.

Activity	Notes / Description	Trigger	Retention	Action (see cover sheet for guidance)	Citations and notes supporting retention period
<b>Student records management</b>	The activities involved in (1) compiling and maintaining complete and accurate records of the progress, attainment and conduct of students throughout their relationship with the University, (2) making students' records, and aggregated student data and analyses available to departments to support other University's activities.  Activities include: setting up student records for new students; collecting data and updating student records in accordance with University's rules and regulations (e.g. data on criminal convictions); conducting standard analyses of data on students; conducting ad hoc analyses of data to meet specific requirements; distributing student records, and aggregated data and analyses, to departments in accordance with University's rules and regulations and in compliance with legal restrictions on the collection, handling and use of personal data; producing transcripts for current and former students; confirming awards and providing general references for students; conducting First Destination Surveys (e.g. the Destinations of Leavers from Higher Education Longitudinal survey); maintaining evidence of fitness to practise and carrying out fitness to practise investigations.	End of student enrolment	6 years	Destroy	Limitation Act 1980 c. 58 s 5  Check the requirements of funding bodies, where relevant

<b>Student core record</b>	<p>The activities involved in documenting marks/grades given to submitted/completed summative assessments and, where appropriate, awards and classifications.</p> <p>This is the minimal record kept to provide references for former students and may be retained for the lifetime of the student (80 years). A core (minimal) transcript may be retained indefinitely after this time and transferred to the archive if the University has one. This depends on the requirements of the individual University and their archival facilities/policies. The core record may vary according to the policy of each University but is likely to contain name and dates of study, modules studied, and the qualifications conferred.</p>	End of student enrolment	60 years	Review / Archive	University's business requirements
<b>Student recruitment</b>	<p>The activities involved in recruiting students to the University.</p> <p>Activities include: designing and conducting student recruitment campaigns; designing and organising student recruitment events (e.g. open days and recruitment fairs); designing and operating student recruitment schemes (e.g. school liaison); issuing recruitment materials (e.g. to schools); analysing recruitment and retention data; managing international agents; visa advice for international students.</p>	End of academic year	3 years	Destroy	University's business requirements
<b>Student admission (successful)</b>	<p>The activities involved in admitting students to the University.</p> <p>Activities include: determining and applying admissions criteria; handling applications and enquiries for admission; administering the clearing process; monitoring overall student numbers.</p>	End of student enrolment	6 years	Destroy	<p>University's business requirements</p> <p>Check the requirements of funding bodies, where relevant</p>
<b>Domestic student admission (unsuccessful)</b>	<p>The activities involved in admitting students to the University, who were unsuccessful in their applications</p> <p>Activities include: determining and applying admissions criteria; handling applications and enquiries for admission; administering the clearing process; monitoring overall student numbers.</p>	End of academic year	1 year	Destroy	<p>The Equality Act 2010 Minimum: Actions under discrimination legislation must usually be brought within 6 months.</p> <p><a href="https://www.legislation.gov.uk/ukpga/2010/15/contents">https://www.legislation.gov.uk/ukpga/2010/15/contents</a></p> <p><a href="https://www.legislation.gov.uk/ukpga/2010/15/part/6/chapter/2">https://www.legislation.gov.uk/ukpga/2010/15/part/6/chapter/2</a></p> <p>Reporting requirements for Office for Students (OfS) may mean it is easier to collate and submit data on an annual basis.</p>
<b>International student admission (unsuccessful)</b>	<p>The activities involved in admitting international students to the University, who were unsuccessful in their applications or who later withdrew their applications.</p> <p>Activities include: determining and applying admissions criteria; handling applications and enquiries for admission; administering the clearing process; monitoring overall student numbers.</p> <p>Records of international students who are "no shows" may need to be retained for audit purposes.</p>	End of academic year	6 years	Review / Destroy	University's business requirements
<b>Tuition fee remission (successful)</b>	The activities involved in processing applications for remission of tuition fees.	Closure of application	6 years	Destroy	Limitation Act 1980 c. 58 s 5; University's business requirements
<b>Tuition fee remission (unsuccessful)</b>	The activities involved in processing applications for remission of tuition fees.	Closure of application	1 years	Destroy	Limitation Act 1980 c. 58 s 5
<b>Tuition fee collection</b>	The activities involved in collecting tuition fees.	End of academic year	6 years	Review / Destroy	Limitation Act 1980 c. 58 s 5; University's business requirements
<b>Financial aid funds management</b>	<p>The activities involved in managing and administering the allocation of financial aid funds available to the University's students.</p> <p>Activities include: providing advice to students about financial aid funds and crisis/hardship funds and assisting them to apply for funds; handling applications for financial aid funds.</p>	End of financial year	6 years	Destroy	Limitation Act 1980 c. 58 s 5
<b>Bursaries management</b>	The activities involved in managing and administering the award of bursaries available to the University's students.	End of financial year	6 years	Destroy	Limitation Act 1980 c. 58 s 5
<b>Scholarships and fellowships management</b>	The activities involved in managing and administering the award of scholarships and fellowships available to the University's students.	End of financial year	6 years	Destroy	Limitation Act 1980 c. 58 s 5
<b>Student accommodation service management</b>	The activities involved in providing residential accommodation (e.g. halls of residence) for the University's students.	End of academic year	6 years	Destroy	University's business requirements
<b>Student accommodation service management (who don't take up accommodation)</b>	The activities involved in providing residential accommodation (e.g. halls of residence) for the University's students.	End of academic year	1 year	Destroy	University's business requirements; Limitation Act 1980 c. 58 s 5

<b>Student induction</b>	<p>The activities involved in designing and organising induction programmes<sup>[1]</sup> for new students.</p> <p>Activities include: developing student induction programmes (e.g. Freshers Week); organising programmed events; recruiting and organising staff and students to lead and support programmed events.</p> <p>[1] Induction programmes include: general orientation programmes for new undergraduate students (e.g. Freshers Week); general introduction programmes for new postgraduate students; customised programmes for specific groups of students (e.g. international students); academic briefings on specialist departments.</p>	Date superseded	6 years	Destroy	University's business requirements
<b>Student progress administration</b>	<p>The activities involved in tracking the academic progress of students, administering changes to programmes of study and ensuring that correct procedures are followed. Activities include: identifying and monitoring unsatisfactory academic performance and progress; administering transfers to new programmes and changes of modules within programmes; verifying that students have satisfied University's regulations for awards; administering withdrawals from the University; administering terminations of programmes.</p>	End of student enrolment	6 years	Review / Destroy	University's business requirements
<b>Student relations management</b>	<p>The activities involved in managing the University's relationship with its student body.</p> <p>Activities include: developing and implementing communication mechanisms to ensure that students are properly informed about the nature of their relationship with the University, their rights and responsibilities and the support available to them; establishing and operating staff-student liaison committees at department, school or faculty level; organising the election and/or appointment of student representatives to the University's governing body and executive committees; training elected student representatives to fulfill their roles effectively; conducting student satisfaction surveys to assess students' overall experiences of Universities; operating student suggestions schemes.</p>	Date superseded / life of the committee	3 years	Destroy	University's business requirements
<b>Student conduct management</b>	<p>The activities involved in conducting formal investigations and disciplinary proceedings against students for breaches of the University's regulations. Includes academic misconduct, fitness to practise and safeguarding cases.</p> <p>Activities include: investigating allegations against students; informing students of disciplinary decisions and imposing penalties; considering appeals by students against disciplinary decisions or penalties imposed; Prevent duty records.</p>	Last action	6 years	Destroy	<p>Limitation Act 1980 c. 58 s 5</p> <p>There is not explicit retention guidance from Department for Education (DfE) for Prevent records though there is guidance on the Prevent duty generally:</p> <p>The Prevent Duty in higher education (HE): training and guidance for practitioners - GOV.UK [<a href="https://www.gov.uk/government/collections/the-prevent-duty-in-higher-education-he-training-and-guidance-for-practitioners">https://www.gov.uk/government/collections/the-prevent-duty-in-higher-education-he-training-and-guidance-for-practitioners</a>].</p> <p>Prevent duty: Framework, Office for Students [<a href="https://www.officeforstudents.org.uk/publications/prevent-duty-framework-for-monitoring-in-higher-education-in-england-2018-19-onwards/">https://www.officeforstudents.org.uk/publications/prevent-duty-framework-for-monitoring-in-higher-education-in-england-2018-19-onwards/</a>]</p> <p>The Channel data privacy information notice states a maximum of 6 years retention of records from the date of 12 month review [<a href="https://www.gov.uk/government/publications/channel-data-privacy-notice/channel-data-privacy-information-notice">https://www.gov.uk/government/publications/channel-data-privacy-notice/channel-data-privacy-information-notice</a>] Limitation Act, 1980.</p>
<b>Student extenuating circumstances and academic appeal handling</b>	<p>The activities involved in handling (1) extenuating circumstances requests from students and (2) appeals by students against academic decisions.</p> <p>Activities include: reviewing students' original marks; considering extenuating circumstances; informing students of decisions.</p>	End of student enrolment	6 years	Review / Destroy	Limitation Act 1980 c. 58 s 5
<b>Student wellbeing service management</b>	<p>The activities involved in providing services to the University's students that support their wellbeing in the widest sense. Services include: disability support services, counselling services, chaplaincy services, sport and exercise services, psychological support for student practitioners.</p>	End of academic year	6 years	Destroy	University's business requirements
<b>Student extra-curricular activity management</b>	<p>The activities involved in providing extra-curricular activities delivered directly by the University (rather than through the Students' Union or other external body).</p>	Date superseded	3 years	Destroy	University's business requirements
<b>Academic programme co-ordination</b>	<p>The activities involved in co-ordinating the delivery of academic programmes.</p> <p>Activities include: timetabling teaching; compiling class and tutorial lists; scheduling the submission, marking and return of assessed work, and monitoring compliance with these schedules; blank examination scripts; monitoring students' attendance; organising required work placements; issuing attendance certificates for postgraduate research students.</p>	End of student sponsorship	1 year	Destroy	University's business requirements

<b>Prizes management</b>	The activities involved in managing and administering the award of prizes available to the University's students.  Activities include: inviting nominations for prizes; considering nominations received and awarding prizes; notifying the recipients of prizes; presentation of prizes.  There is scope to keep baseline information on these awards as part of the core student record.	End of financial year	6 years	Review / Destroy	Limitation Act 1980 c. 58 s 5
<b>Assessment management</b>	The activities involved in administering assessments.  Activities include: appointing and training examination invigilators; controlling examination materials; timetabling examinations; organising examination facilities (including arrangements for students with disabilities); monitoring attendance at examinations and reporting extenuating circumstances and absences to academic departments; administering the marking of examination scripts; collating examination results; issuing pass lists and individual notifications of examination results; monitoring submission of assessed coursework and reporting problems to academic departments; administering the submission and examination of postgraduate theses, liaising with external examiners on administrative matters (e.g. accommodation, expenses).	End of academic year	1 year	Review / Destroy	University's business requirements
<b>External examiner management</b>	The activities involved in recruiting, selecting, appointing and supporting external examiners.  Activities include: recruiting and appointing external examiners.	End of appointment	6 years	Destroy	University's business requirements
<b>Examination board administration</b>	The activities involved in administering the work of Boards of Examiners (or equivalent).  Activities include: arranging Board meetings; preparing papers for Board meetings; recording decisions of Board meetings; taking/co-ordinating action to be carried out as a result of Board decisions.	End of academic year	6 years	Review / Destroy	University's business requirements
<b>Academic award conferment</b>	The activities involved in administering the conferment of the University's academic awards.  For awards to students, activities include: issuing lists and individual notifications of awards; organising the production of awards certificates; issuing awards certificates to students who do not attend awards ceremonies; handling requests for subsequent confirmation of awards from former students or from others in respect of former students.  For honorary awards, activities include: inviting and receiving nominations for honorary awards; considering nominations for honorary awards and preparing recommendations for submission to the appropriate committee; issuing offers of awards and handling responses.	Date of award	1 year	Destroy	University's business requirements
<b>Award ceremony management</b>	The activities involved in organising awards ceremonies[1].  Activities include: determining dates, times and venues for ceremonies; planning ceremonies; issuing invitations and/or tickets for ceremonies; designing programmes for ceremonies and arranging production and distribution; organising official photography of ceremonies; organising media coverage of ceremonies.  [1] Award ceremonies include awards ceremonies and official events associated with ceremonies (e.g. receptions, lunches, dinners).  See also ACADEMIC AND STUDENT MANAGEMENT - AWARD CEREMONY MANAGEMENT (PERMANENT)	Completion of event	1 year	Destroy	University's business requirements
<b>Award ceremony management (permanent)</b>	The activities involved in organising awards ceremonies  Activities include: laureation addresses, graduation lists, photographs.	Completion of event	6 years	Archive	University's business requirements

### C: Function - Research, Programme Provision and Publishing

Academic research, delivering the University's supervised research programmes, and publishing materials for internal or external distribution.

Academic research includes all academic research whether it is funded by the University itself, by external organisations, or by both. It includes academic research undertaken on a project basis and on an open-ended basis. It also includes research undertaken in collaboration with other organisations.

Supervised research programmes includes the delivery of all research programmes regardless of the award they lead to or the method of delivery.

Publishing includes all publishing undertaken by the University, regardless of the medium or format of the publication.

For intellectual property rights, including copyright and patents, see **KNOWLEDGE TRANSFER AND ENTERPRISE**

Activity	Notes / Description	Trigger	Retention	Action (see cover sheet for guidance)	Citations and notes supporting retention period
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<b>Research business development</b>	<p>The activities involved in promoting the University's research capabilities and profile, and in developing new research opportunities.</p> <p>Activities include: liaising with research sponsors to monitor their research policies and objectives, and to promote the University's research capabilities, projects and achievements; identifying and developing new research opportunities; identifying and targeting research funding opportunities; identifying and developing opportunities for collaboration and partnership to undertake research.</p>	Completion of research	6 years	Review / Destroy	University's business requirements
<b>Research funding administration</b>	<p>The activities involved in obtaining and administering research funding through grants and contracts, and in co-ordinating the University's relationships with funders.</p> <p>Activities include: preparing and submitting applications for funding; negotiating (where applicable) terms and conditions of funding; accepting/declining funding awards; administering funding in accordance with award terms and conditions (claiming payments from funders, re-allocating funds within budgets etc.); administering amendments to awards (e.g. supplements, extensions, early termination); submitting reports required by funders.</p>	Completion of research	6 years	Review / Destroy	<p>Limitation Act 1980 c. 58 s 5</p> <p>Check the individual funder/s requirements as the retention period may differ.</p>
<b>Research programme development and review</b>	<p>The activities involved in developing the University's research programmes, reports of routine internal and independent reviews of research programmes, data on, and analyses of, student numbers and other programme statistics.</p>	End of academic year	6 years	Review / Destroy	University's business requirements
<b>Research design and planning</b>	<p>The activities involved in designing and planning research projects.</p> <p>Activities include: generating, capturing and developing ideas for research projects; defining research aims and objectives; defining research methods; defining project roles and responsibilities; securing necessary ethical reviews and regulatory approvals; determining requirements for project resources; preparing research proposals.</p>	Completion of research	10 years	Review / Destroy	<p>For European-funded projects, see ERDF website and individual project agreements with funding bodies.</p> <p>Interreg Europe Programme Manual, 19 December 2018 (version 6)</p> <p>Page 28 suggests 10 years to demonstrate state aid (or lack of), however this may vary according to the national archiving laws (see page 105).</p>
<b>Research supervisor appointment and training</b>	<p>The activities involved in appointing research supervisors and in providing training for them.</p>	Termination of contract	1 year	Review / Destroy	University's business requirements
<b>Research student academic supervision and support</b>	<p>The activities involved in monitoring, reviewing and supporting research students' progress</p> <p>Activities include: providing support and guidance to research students on subject selection; providing feedback to students on their progress; conducting formal reviews of student progress; providing students with general academic advice and guidance; providing students with opportunities to develop their research and other skills; providing advice and guidance to students whose progress is unsatisfactory or who are considering suspending or terminating their studies.</p>	End of student enrolment	6 years	Destroy	<p>Limitation Act 1980 c.58 s 5; Office for Students (OfS) requirement for the retention of assessments <a href="https://www.officeforstudents.org.uk/for-providers/quality-and-standards/retaining-assessed-work/">https://www.officeforstudents.org.uk/for-providers/quality-and-standards/retaining-assessed-work/</a></p>
<b>Research conduct</b>	<p>The activities involved in conducting research.</p> <p>Activities include: developing and establishing research protocols and procedures; obtaining approval for subsequent amendments to, or deviations from, protocols and procedures; carrying out research in accordance with project protocols and procedures, and with all legal and ethical requirements; identifying and reviewing issues and risks which arise in the course of research work, and taking appropriate action; obtaining approval for modifications to the design of research; managing research data.</p> <p>Depending on the discipline and on the nature of research, specific activities might also include: obtaining informed consent from participants in health-related studies; reporting adverse reactions or adverse events in clinical studies; consulting beneficiaries/consumers (e.g. in applied research); conducting surveys; handling of controlled substances and precursor chemicals. Consult relevant legislation for specific retentions.</p>	Completion of research	10 years	Review / Archive	<p>Stated or implied requirements of UK Research Councils and other significant research sponsors.</p> <p><a href="https://www.ukri.org/wp-content/uploads/2023/03/MRC-100323-RegulatorySupportCentre-RetentionFrameworkResearchDataRecords.pdf">https://www.ukri.org/wp-content/uploads/2023/03/MRC-100323-RegulatorySupportCentre-RetentionFrameworkResearchDataRecords.pdf</a></p> <p>A shorter or longer retention period may be appropriate, depending on the discipline and the characteristics of the project, or may be required by a research sponsor.</p> <p>Medical Research Council, Good Research Practice, section 5.2  Medical Research Council, Personal Information in Medical Research, section 7.1.2; <a href="https://www.legislation.gov.uk/uksi/2001/3998">https://www.legislation.gov.uk/uksi/2001/3998</a>;  <a href="https://www.nice.org.uk/guidance/ng46/chapter/recommendations#record-keeping-for-organisations">https://www.nice.org.uk/guidance/ng46/chapter/recommendations#record-keeping-for-organisations</a></p> <p>The Medical Research Council requires full records of these studies to be retained for this minimum period and advises that retention for a longer period (20 years+) may be required where studies were of historical importance, where population studies were undertaken, where novel clinical interventions were first used, where studies have proved controversial or where research is ongoing. You may wish to consult your funding body for a more nuanced view on this issue.</p> <p>MRC Regulatory Support Centre: Retention framework for research data and records, Medical Research Council (2017)</p>

<b>Research project management</b>	The activities involved in managing the conduct of research projects from formal initiation (following receipt of funding) to formal completion.  Activities include: monitoring and tracking the progress of research; preparing reports for project stakeholders; arranging appropriate insurance; managing project resources and complying with University's policies and procedures to protect project staff, participants and the environment; facilitating and assisting with monitoring activities and audits conducted by the University, by external project sponsors/funders or by regulatory bodies; selecting research partners and subcontractors, and managing relationships with them; managing the process of offering research data to, and depositing it with, external research data archives, and ensuring future compliance with the terms and conditions of deposit.	Completion of project	6 years	Review / Destroy	Limitation Act 1980 c. 58 s 5  A longer retention period for these records may be required by a research sponsor.
<b>Research dissemination and publication</b>	The activities involved in disseminating research results.  Activities include: publishing research results; presenting research results at technical meetings.  This category does NOT include interim or final reports to research funders, which are covered by RESEARCH PROJECT MANAGEMENT.	Date of publication	3 years	Review / Destroy	University's business requirements
<b>Publication production</b>	The activities involved in producing publications <sup>[i]</sup> .  Activities include: planning and preparing content (commissioning, research, writing, editing) for publication; designing publications; producing publications.  <sup>[i]</sup> Publications can be in any medium and format, including print, audio-visual, web pages and online information services.  For the activities involved in storing final copies of publications for long-term reference see: INFORMATION AND COLLECTIONS STORAGE AND HANDLING.	Date of publication	1 year	Review / Destroy	University's business requirements
<b>Publication marketing</b>	The activities involved in marketing publications.  Activities include: organising review of publications in appropriate journals; producing and distributing marketing materials.	Life of publication	-	Destroy	University's business requirements
<b>Publication distribution</b>	The activities involved in distributing publications internally or externally.	End of academic year	1 year	Review / Destroy	University's business requirements

#### **D: Function - Knowledge Transfer and Expertise**

The function of managing knowledge transfer, innovation and partnership. Includes (1) commercial exploitation of the University's intellectual property<sup>[i]</sup>, (2) providing consultancy<sup>[ii]</sup> to external organisations on a commercial basis, (3) delivering education and training programmes to external organisations and the public, (4) setting up and managing related companies<sup>[iii]</sup>, and (5) providing services to external organisations or the public on a commercial basis<sup>[iv]</sup>.

<sup>[i]</sup> Intellectual property includes patents, trademarks, designs and copyright.

<sup>[ii]</sup> Consultancy is the provision of expert advice to external organisations by the University's staff. It excludes: work which is generally considered as part of normal academic duties (e.g. external examining work for other University's, service on REF panels); private consultancy work undertaken by University's staff (i.e. external paid work which is carried out with the knowledge and approval of the University but which makes no demands on the University and for which the University claims, and has, no liability or responsibility).

<sup>[iii]</sup> A related company is any legal entity where the University has control over, or exercises a substantial degree of influence over, that company's activities. Includes subsidiary companies. Best practice in relation to setting up new subsidiary companies in the UK Higher Education sector was first published by HEFCE in the late 1990s and subsequently updated in 'Related Companies: Guidance for Higher Education University's' in December 2005, which remains the current detailed corporate governance guidance for Universities. This guidance can be viewed in full at <https://core.ac.uk/download/4155533.pdf>.

<sup>[iv]</sup> Commercial services provided by Universities include: law clinics; veterinary clinics; dental clinics; counselling services; catering services; childcare services; conference services; graphic design services; holiday accommodation services; laboratory testing/analysis services; leisure services; library and information services; media production services; photographic services; printing services; retail services.

<b>Activity</b>	<b>Notes / Description</b>	<b>Trigger</b>	<b>Retention</b>	<b>Action (see cover sheet for guidance)</b>	<b>Citations and notes supporting retention period</b>
<b>Consultancy project delivery and management</b>	The activities involved in providing consultancy and managing the conduct of consultancy projects from formal initiation to formal completion.  Activities depend on the type of consultancy being provided. They might include: conducting research; conducting surveys/audits; providing advice; giving presentations; facilitating workshops; providing training; monitoring and tracking the progress of work; preparing reports for clients and other stakeholders; arranging appropriate insurance; managing project resources and ensuring compliance with University's policies and procedures; maintaining project records.	Termination of contract	6 years	Destroy	Limitation Act 1980 c. 58 s 5  Information/records provided by clients may be returned to them at the end of projects, for their own University's retention schedule to take effect.
<b>Consultancy prospect management (successful)</b>	The activities involved in responding to enquiries about the consultancy services offered by the University and in bidding for consultancy contracts.  Activities include: handling enquiries about the University's consultancy capabilities/availability/terms; preparing proposals/tenders for consultancy projects.  Records documenting the preparation and submission of consultancy proposals/tenders, where the proposal/tender is successful (i.e. results in a contract): key records.	Termination of contract	6 years	Destroy	Limitation Act 1980 c. 58 s 5

<b>Consultancy prospect management (unsuccessful)</b>	The activities involved in responding to enquiries about the consultancy services offered by the University and in bidding for consultancy contracts.  Activities include: handling enquiries about the University's consultancy capabilities/availability/terms; preparing proposals/tenders for consultancy projects.  Records documenting the preparation and submission of consultancy proposals/tenders, where the proposal/tender is unsuccessful (i.e. does not result in a contract).	Close of tender process	1 year	Destroy	Limitation Act 1980 c. 58 s 5
<b>Intellectual Property Rights</b>	The activities involved in protecting the University's Intellectual Property Rights (IPR).  Activities include: applying for formal protection for intellectual property (i.e. granting of patents, registration of designs and trade marks); amending, cancelling or renewing existing protection; enforcing protection.  For documenting the development and establishment of the University's IPR exploitation strategy and policies, add STRATEGY DEVELOPMENT and POLICY DEVELOPMENT from the COMMON ACTIVITIES section.	Expiry of rights	6 years	Review / Destroy	Limitation Act 1980 c. 58 s 5.
	The activities involved in selling or otherwise transferring ownership of the University's Intellectual Property Rights (IPR) to third parties.  Activities include: negotiating terms of IPR assignments; informing The (UK) Patent Office of the assignment; determining arrangements for revenue sharing between the University and the inventor.	Expiry of rights	6 years	Review / Destroy	Limitation Act 1980 c. 58 s 5.
	The activities involved in licensing the University's Intellectual Property Rights (IPR) rights to external organisations.  Activities include: negotiating terms of licences; registering licences (and cancelling licences) with The (UK) Patent Office; determining arrangements for revenue sharing between the University and the inventor.	Expiry of licence	6 years	Review / Destroy	Limitation Act 1980 c. 58 s 5.
<b>Related company formation</b>	The activities involved in forming a specific related company. Includes subsidiary companies.  Activities include: determining the constitution of the company; determining the control framework of the company and formalising the relationship between the University and the company through a Memorandum of Understanding; appointing a Nominated Officer to act as the link between the University and the company; where appropriate, drawing up a Shareholders Agreement; validating and approving the company's business plan; ensuring the establishment of an appropriate governance structure and rules for the company; ensuring the establishment of appropriate management structures and operating procedures for the company; ratifying the appointment of directors of the company.  NB. an international subsidiary may be subject to the laws of another country(ies)	Life of the company	-	Review / Archive	University's business requirements
<b>Related company management</b>	The activities involved in ensuring that a specific related or subsidiary company is conducting business in line with the established agreements and relevant legislation.	Life of the company	6 years	Review / Destroy	University's business requirements
<b>Related company oversight and review</b>	The activities involved in reviewing the performance of a specific related or subsidiary company.  Activities include: reviewing the performance of the company against its plans, including budgets; ensuring that internal and external audits of the company are carried out and the results reported to the University; ensuring that proper financial records are being kept by the company, and that proper accounts are prepared; ensuring that the company has proper procedures in place to comply with legislation relevant to its activities and operations.	End of academic year	6 years	Destroy	Limitation Act, 1980 c. 58 s 5.
<b>Related company exit / wind-up</b>	The activities involved in disposing of the University's investment in a specific related/subsidiary company OR in winding-up a specific related/subsidiary company.	Life of the company	6 years	Destroy	Limitation Act, 1980 c. 58 s 6.
<b>Commercial service operations management (Specialised businesses and clinics administration)</b>	The activities involved in operating/providing a specific commercial service. The activities involved will depend on the type of service being provided. Some activities are common to many types of commercial services (e.g. handling enquiries; pricing). Other activities are specific to particular types of services (e.g. handling client/patient records).  Examples could include records generated in the running of law clinics, vet clinics, sports centres, counselling services, careers services, immigration and visa advice services.	Date created	6 years	Destroy	Limitation Act 1980 c. 58 s 5
<b>Commercial service operations management (Medical clinic records)</b>	The activities involved in administering dental and other medical clinic patient records.  See Rationale for detail on retaining these records	-	-	-	BMA <a href="https://www.bma.org.uk/advice-and-support/ethics/confidentiality-and-health-records/retention-of-health-records">https://www.bma.org.uk/advice-and-support/ethics/confidentiality-and-health-records/retention-of-health-records</a>
<b>Education and training programme development</b>	The activities involved in developing education and training programmes which are not provided to the University's students or staff, and for which a qualification or award is not given.  Activities include: developing new programmes; making changes to existing programmes; withdrawing programmes.	Life of the programme	6 years	Destroy	University's business requirements

<b>Education and training programme delivery</b>	The activities involved in delivering education and training programmes which are not provided to the University's students or staff, and for which a qualification or award is not given.  Activities include: preparing teaching and learning materials; planning and conducting teaching and learning events.	End of academic year	1 year	Destroy	University's business requirements
<b>Education and training programme review</b>	The activities involved in reviewing education and training programmes which are not provided to the University's students or staff, and for which a qualification or award is not given, to inform ongoing programme development.  Activities include: collecting and analysing participant numbers and other programme statistics; collecting, reviewing and responding to feedback on programmes from participants.	End of academic year	6 years	Destroy	University's business requirements
<b>Education and training contract management</b>	The activities involved in negotiating and managing contracts with external organisations for the provision of bespoke education and training programmes which are not provided to the University's students or staff, and for which a qualification or award is not given.  Activities include: negotiating contract terms and conditions; negotiating subsequent variations to contracts.	Termination of contract	6 years	Destroy	Limitation Act, 1980 c. 58 s 5

#### E: Function - Strategy, Planning, Performance and Quality

The function of developing and establishing the University's overall strategy, developing its strategic plan, producing and disseminating business intelligence and management information to support the University's management processes, co-ordinating projects to meet strategic and operational plans, managing overall quality in the University, and managing the University's overall performance against strategic and operational plans.

Activity	Notes / Description	Trigger	Retention	Action (see cover sheet for guidance)	Citations and notes supporting retention period
<b>Strategic planning</b>	The activities involved in developing the University's strategic plans[1].  Activities include: developing plans; reviewing plans.  [1] Strategic plans are plans which set the academic aims and objectives of the University and identify the financial, physical and staff strategies necessary to achieve these aims and objectives.	End of academic year	6 years	Review / Destroy	University's business requirements
<b>Strategic planning (Organisational / major strategy)</b>	The activities involved in developing the University's organisation-wide strategic plans.  Records documenting the development and establishment of the University's major strategy incl. environmental strategy	Date superseded	6 years	Review / Archive	University's business requirements
<b>Strategic planning (Operational / minor strategy)</b>	The activities involved in developing the University's operating strategic plans	Date last modified	6 years	Destroy	University's business requirements
<b>Strategic performance management</b>	The activities involved in monitoring and reporting on the University's performance against its strategic plans.  Activities include: developing strategic performance indicators (SPIs); benchmarking against other comparable University's; monitoring performance against strategic plans and SPIs.	End of academic year	10 years	Destroy	University's business requirements
<b>Organisational policies and procedures</b>	The activities involved in development of the University's organisation-wide policies and procedures.  Examples might include people management, academic policies and procedures.	Date last modified	10 years	Review / Archive	University's business requirements
<b>Business intelligence and management information collection</b>	The activities involved in collecting and maintaining business intelligence and management information.  Activities include: receiving data from external organisations for information or further processing; specifying internal data to be submitted for central collation and maintenance; creating and maintaining corporate data sets.	End of academic year	6 years	Destroy	University's business requirements
<b>Business intelligence and management information analysis and reporting</b>	The activities involved in analysing business intelligence and management information and producing reports. Includes both regular reporting and non-standard reports in response to ad hoc queries.  Activities include: producing standard, routine analyses and reports; producing customised, ad hoc analyses and reports to meet individual requirements.	End of academic year	6 years	Destroy	University's business requirements
<b>Quality management scheme accreditation management</b>	The activities involved in obtaining and maintaining accreditation under established external quality management schemes (e.g. EQUIS).  Activities include: applying for accreditation; liaising with accreditation bodies; facilitating inspections/audits by accrediting bodies.	Termination of accreditation	1 year	Destroy	University's business requirements
<b>Quality and standards management</b>	The activities involved in documenting the conduct and results of formal internal and external reviews of quality and standards, and responses to the results.	End of academic year	6 years	Destroy	University's business requirements
<b>Quality marker submissions</b>	The activities involved in completing submissions for the attainment of quality markers.  For example REF, TEF, KEF records.	Date superseded	20 years	Destroy	University's business requirements

<b>Quality marker feedback</b>	The activities involved in maintaining documents which outline feedback / analysis resulting from applications to obtain quality markers. For example REF, TEF, KEF records.	Date created	10 years	Destroy	University's business requirements
<b>Quality marker records results</b>	The activities involved in maintaining the results of applications to obtain quality markers. For example REF, TEF, KEF records.	-	Permanent archival (review every 10 years to ensure longevity and access)	Archive	University's business requirements
<b>Operational policies and procedures</b>	The activities involved in developing the University's operating plans[1]. [1] Operating plans are those plans which identify the aspects of the University's strategic plan being implemented within the scope of the operational plan. For example, some University's may require organisational units within the University to develop and implement annual operating plans.	Date last modified	6 years	Review / Archive	University's business requirements
<b>Health and safety policy</b>	The activities involved in the development and management of the University's health and safety policies and procedures, and any safeguarding policies and procedures.	Date last modified	40 years	Review / Archive	University's business requirements
<b>Operational performance management</b>	The activities involved in monitoring the University's performance against its annual operating plans. Activities include: developing key performance indicators (KPIs); benchmarking against other comparable University's; monitoring performance against strategic plans and KPIs.	End of academic year	1 year	Destroy / Anonymise and compile for trend reporting over time	University's business requirements
<b>Corporate Project Management</b>	The activities involved in administering and co-ordinating the University's corporate projects. Activities include: Setting and embedding consistent standards and definitions of projects and project management to ensure a common approach to delivery; aligning corporate projects with the strategic and operational planning processes; providing resources support and best practice to project managers across the University; providing guidance on project-related matters and advice on project management training and development; managing cross programme risks and dependencies; regular project reporting to manage costs, resources, timescales, and quality; maintaining a register of projects and management of the pipeline of new project requests; carrying out internal project health checks and coordination of independent assurance activity. For specific individual projects and programmes, use the function which the project's work supports.	Completion of project	10 years	Review / Destroy	University's business requirements
<b>Estates Capital Project Management</b>	The activities involved in administering and co-ordinating the University's Estates Capital projects. Activities include: Setting and embedding consistent standards and definitions of projects and project management to ensure a common approach to delivery; aligning corporate projects with the strategic and operational planning processes; providing resources support and best practice to project managers across the University; providing guidance on project-related matters and advice on project management training and development; managing cross programme risks and dependencies; regular project reporting to manage costs, resources, timescales, and quality; maintaining a register of projects and management of the pipeline of new project requests; carrying out internal project health checks and coordination of independent assurance activity. For specific individual projects and programmes, use the function which the project's work supports.	Completion of project	15 years	Review / Destroy	University's business requirements
<b>Guides and templates</b>	The activities involved in producing guides and templates internal to the University.	Date superseded	3 years	Destroy	University's business requirements

#### **F: Function - Corporate Governance and Risk Management**

The function of  
(1) developing and establishing the University's corporate governance structure and rules, and of conducting its business in accordance with its governance structure and rules,  
(2) developing the University's organisational structure and culture,  
(3) managing risks to the viability or success of the University,  
(4) assessing the University's liabilities and insurance needs, and of maintaining adequate insurance cover,  
(5) conducting internal and external audits of the University's affairs and operations for internal control purposes and to ensure compliance with internal and external requirements.

<b>Activity</b>	<b>Notes / Description</b>	<b>Trigger</b>	<b>Retention</b>	<b>Action (see cover sheet for guidance)</b>	<b>Citations and notes supporting retention period</b>
<b>Legal framework development</b>	The activities involved in establishing and, where appropriate, changing the legal status of the University.	Life of the University	-	Destroy / Archive	University's business requirements. The University may wish to transfer these records to the archive once they are no longer in active use.
<b>Governance framework development</b>	The activities involved in developing and establishing the University's governance structure and rules.	Life of the University	-	Destroy / Archive	University's business requirements. The University may wish to transfer these records to archive once they are no longer in active use.
<b>Instruments and articles of governance</b>	The activities involved in developing and maintaining records which set the responsibilities of non-executive directors, trustees, or governors in an organisation.	Life of the University	6 years	Destroy / Archive	University's business requirements; Universities are advised to review and renew these documents with senior leadership periodically

<b>Senior officers' appointments administration</b>	<p>The activities involved in appointing, electing or otherwise designating the University's senior officers<sup>[i]</sup>.</p> <p>Activities include: setting terms and conditions for officers.</p> <p>Use PEOPLE MANAGEMENT - EMPLOYEE AND WORKER CONTRACT MANAGEMENT (STAFF FILES) for appointing all other staff.</p> <p>[i] Senior officers are those roles which form part of the governance structure of the University. For pre-1992 Universities in England, senior officers include: Chancellor; Pro-Vice-Chancellor(s); Treasurer; Head of the University (most commonly vice-chancellor, principal, director, rector or provost); Registrar. For post-1992 Universities in England, senior officers include: Chancellor; Chair of the Governing Body; Head of the University; Deputy (or Deputies) to the Head of the University; Secretary (or Clerk) to the Governing Body. For pre-1992 Universities in Scotland, senior officers include: Rector; Chancellor; Principal; Vice-Principals; Secretary and Registrar. For post-1992 Universities in Scotland, senior officers are similar to those in pre-1992 Universities.</p>	Termination of contract	6 years	Destroy / Archive	<p>Limitation Act 1980 c. 58 s 5</p> <p>The University may wish to transfer these records to the archive once they are no longer in active use.</p>
<b>Statutory committee administration (central)</b>	<p>The activities involved in administering the work of the University's statutory committees<sup>[i]</sup>.</p> <p>Activities include: establishing terms of reference for committees; developing and establishing rules and procedures for the conduct of committee business; appointing, electing or otherwise designating members of committees; providing induction and training for members of committees; arranging committee meetings; preparing agenda and supporting papers for committee meetings; recording minutes of committee meetings; taking/co-ordinating action to be carried out as a result of committee decisions; undertaking periodic formal reviews of the effectiveness and performance of committees; maintaining a register of interests of members of the governing body.</p> <p>[i] Statutory committees are the University's governing body and other bodies which form part of the University's governance structure as set out in its instruments of governance; standing committees of these bodies; joint committees of these bodies. For most pre-1992 Universities in England, Wales and Northern Ireland, the governing body is the Council. Other constitutional bodies are the Senate and the Court. For most post-1992 Universities in England, Wales and Northern Ireland, the governing body is the Board of Governors and the other constitutional body is the Academic Board. For pre-1992 Universities in Scotland, the governing body is usually the Court and the other constitutional body is the Senate. For Universities in Scotland, the governing body is defined by the Scottish Code of Good HE Governance (<a href="https://www.scottishuniversitygovernance.ac.uk/">https://www.scottishuniversitygovernance.ac.uk/</a>).</p>	Dissolution of the committee	6 years	Review / Archive	University's business requirements
<b>Non-statutory committee administration</b>	<p>The activities involved in administering the work of the University's non-statutory committees<sup>[ii]</sup>.</p> <p>Activities include: establishing terms of reference for committees; developing and establishing rules and procedures for the conduct of committee business; appointing, electing or otherwise designating members of committees; providing induction and training for members of committees; arranging committee meetings; preparing agenda and supporting papers for committee meetings; recording minutes of committee meetings; taking/co-ordinating action to be carried out as a result of committee decisions; dissolving committees which are no longer required.</p> <p>For committees that do not have an University-wide remit, add the COMMITTEE ADMINISTRATION activity (under COMMON ACTIVITIES) to the function that the committee's work supports.</p> <p>[ii] Non-statutory committees are committees which have an University-wide remit, other than the University's statutory committees.</p>	End of academic year	6 years	Review / Destroy	University's business requirements
<b>Risk identification and assessment</b>	The activities involved in identifying and evaluating risks to the University.	Date superseded	1 year	Review / Destroy	University's business requirements
<b>Corporate Registers</b>	<p>The activities involved in creating, maintaining corporate registers which hold very limited, core information about processes undertaken.</p> <p>Records might include training, corporate risk, asbestos, waste management, incident, accident, document retention and record disposal registers.</p>	Closure of register	Permanent archival (review every 10 years to ensure longevity and access)	Archive	Schedule 1, Part 2 of RIDDOR 2013, <a href="https://www.legislation.gov.uk/uk/si/2013/1471/schedule/1/part/2/made">https://www.legislation.gov.uk/uk/si/2013/1471/schedule/1/part/2/made</a>
<b>Audit management</b>	<p>The activities involved in conducting audits.</p> <p>Activities include: conducting internal audits; facilitating the conduct of external audits; reviewing and responding to audit reports.</p> <p>For routine audits relating to a specific function or activity, add the AUDIT activity (under COMMON ACTIVITIES) to the relevant function.</p>	Completion of audit	6 years	Review / Destroy	University's business requirements
<b>Internal audit results</b>	The activities involved in documenting the results of audits.	Date created	6 years	Review / Archive	University's business requirements
<b>Building audits results</b>	The activities involved in the conduct and results of health and safety audits of the University's land, buildings and/or facilities and action taken to address issues raised.	Closure / vacancy of the building	6 years	Review / Archive	University's business requirements

<b>Declarations of interest or gift</b>	The activities involved in developing and maintaining records which outline and formally declare potential conflicts of interest amongst senior leadership and other members of staff.	End of academic year	1 year	Review / Destroy	University's business requirements; Universities are advised to review and renew these documents with staff regularly, as a living document  <a href="https://www.ukri.org/wp-content/uploads/2023/03/UKRI-310124-DOI-Employee-and-non-UKRI-employees-Board-member-guidance.pdf">https://www.ukri.org/wp-content/uploads/2023/03/UKRI-310124-DOI-Employee-and-non-UKRI-employees-Board-member-guidance.pdf</a>  <a href="https://www.gov.uk/government/publications/non-executive-board-member-declaration-of-interests-process/non-executive-board-member-declaration-of-interests-process">https://www.gov.uk/government/publications/non-executive-board-member-declaration-of-interests-process/non-executive-board-member-declaration-of-interests-process</a>
<b>Public interest disclosure (whistleblowing) investigation</b>	The activities involved in handling allegations made by staff relating to the running of the University or the activities of colleagues within the University.  Activities include: recording allegations; investigating and reporting on allegations, and determining any consequential action to be taken.	Closure of case	6 years	Destroy	Limitation Act 1980 c. 58 ss 2 and 5
<b>Business continuity planning</b>	The activities involved in anticipating incidents which would disrupt the University's operations, and in developing response and recovery plans.  Records documenting the formulation, testing and maintenance of disaster response and recovery plans.	End of academic year	1 year	Review / Archive	University's business requirements
<b>Organisational restructuring</b>	The activities involved in changing the University's organisational structure.  Activities include: creating new business units[{}]; merging/demerging or otherwise restructuring existing business units; closing business units.  [{}] Business units are individual components of the University's organisational structure which, depending on its level in the structure and on its purpose, may be called any of the following: Directorate, division, department, section, team, college, faculty, school, unit, centre, institute.	End of academic year	6 years	Review / Destroy	University's business requirements
<b>Working / project groups</b>	The activities involved in the setup, running, monitoring and close-down of working / project groups.	End of academic year	6 years	Review / Destroy	University's business requirements
<b>Safety committee administration</b>	The activities involved in establishing and conducting safety committees.  Records documenting the establishment of a safety committee to fulfil the University's duty; development and review of health and safety policies / procedures.  Includes records documenting the objectives, role, functions, composition and administration of the committee.	Dissolution of the committee	60 years	Review / Destroy	Health and Safety at Work Act 1974, s.2 (7) <a href="https://www.legislation.gov.uk/ukpga/1974/37/contents">https://www.legislation.gov.uk/ukpga/1974/37/contents</a>  Safety Representatives and Safety Committees Regulations 1977 (SI 1977/500), Reg 9. <a href="https://www.legislation.gov.uk/uksi/1977/500/regulation/9">https://www.legislation.gov.uk/uksi/1977/500/regulation/9</a>
<b>The activities involved in anticipating incidents which would disrupt the University's operations, and in developing response and recovery plans.</b>  <b>Records documenting the formulation, testing and maintenance of disaster response and recovery plans.</b>	The activities involved in the maintenance of Employers' Liability Insurance Certificates.	Commencement / renewal of policy	40 years	Review / Destroy	The Employers' Liability (Compulsory Insurance) Regulations (SI 1998/2573) Regulation 4(4)  <a href="https://www.legislation.gov.uk/uksi/1998/2573/regulation/4/made">https://www.legislation.gov.uk/uksi/1998/2573/regulation/4/made</a>
<b>Insurance policy management</b>	The activities involved in establishing and maintaining insurance policies.  Activities include: selecting, reviewing, renewing, amending and terminating insurance policies; liaising with insurers.	Expiry / renewal of policy	6 years	Destroy	Limitation Act 1980 c.58 s 5
<b>Insurance claim administration</b>	The activities involved in administering claims against insurance policies.  Activities include: reviewing claims; liaising with insurers and claimants.	Settlement (or end) of claim	6 years	Destroy	Limitation Act 1980 c.58 s 5
<b>Insurance claim outcomes</b>	The activities involved in documenting the outcomes of claims against insurance policies.	Date created	40 years	Review / Destroy	The Employers' Liability (Compulsory Insurance) Regulations (SI 1998/2573) Regulation 4(4)  <a href="https://www.legislation.gov.uk/uksi/1998/2573/regulation/4/made">https://www.legislation.gov.uk/uksi/1998/2573/regulation/4/made</a>
<b>Statistics</b>	The activities involved in the creation, maintenance and processing of statistics.  Records might relate to student numbers; taught programmes; University's compliance to various laws and regulations (e.g. environmental, data processing).	End of academic year	6 years	Destroy / Anonymise and compile for trend reporting over time	Limitation Act 1980 c. 58 s 5
<b>G: - Function - Legal Affairs Management</b>					
The function of managing the University's legal affairs.					

Activity	Notes / Description	Trigger	Retention	Action (see cover sheet for guidance)	Citations and notes supporting retention period
<b>Legal advice provision</b>	The activities involved in providing legal opinions and advice on matters requested by, and provided to, the University.  Activities include: providing advice on specific individual cases; providing advice on the interpretation of legislation affecting the University's legal framework, governance, responsibilities or operations; proposals for new legislation affecting the University's legal framework, governance, responsibilities or operations; the University's relationships with government bodies and regulators; industrial relations issues; health, safety and environmental issues.	Life of the University	-	Destroy	University's business requirements; matters not stipulated in the scope notes can be destroyed 6 years from the date the advice was superseded
<b>Contracts and agreements management</b>	The activities involved in managing the legal aspects of negotiating, establishing, maintaining and reviewing contracts and agreements.	Termination of contract	6 years	Destroy	Limitation Act 1980 c. 58 s 5
<b>Contracts and agreements management (under deed)</b>	The activities involved in managing the legal aspects of negotiating, establishing, maintaining and reviewing contracts and agreements signed under seal (by deed)	Termination of contract	12 years	Review / Destroy	Limitation Act 1980 c. 58 s 8
<b>Contracts and agreements management (under hand)</b>	The activities involved in managing the legal aspects of negotiating, establishing, maintaining and reviewing contracts and agreements signed under hand	Termination of contract	6 years	Review / Destroy	Limitation Act 1980 c. 58 s 5
<b>Licensing</b>	The activities involved in the creation and maintenance of licences including entertainment and drinks licences.	Expiry of licence	6 years	Destroy	University's business requirements
<b>Legal claims management</b>	The activities involved in handling claims by or against the University which do not proceed to litigation or to settlement by an agreement.	Settlement (or end) of claim	6 years	Destroy	Limitation Act 1980 c. 58 ss 2 and 5
<b>Litigation management</b>	The activities involved in managing legal actions by or against the University.  Activities include: briefing counsel; providing documents required by a court; consulting with other agencies.	Settlement (or end) of claim	6 years	Review / Archive	Limitation Act 1980 c. 58 ss 2 and 5

#### H: Function - Finance

The function of managing the University's financial resources, including purchasing goods, works and services from external organisations, and other procurement processes.

Activity	Notes / Description	Trigger	Retention	Action (see cover sheet for guidance)	Citations and notes supporting retention period
<b>Management accounting</b>	The activities involved in monitoring and controlling the use of the University's financial resources.  See also RESEARCH, PROGRAMME PROVISION AND PUBLISHING - PUBLICATIONS (FINAL COPIES) for annual accounts, statutory accounts.	End of financial year	6 years	Destroy	Taxes Management Act 1970 c. 9 s 34 Limitation Act 1980 c. 58 s 5 Value Added Tax Act 1994 c. 23 HMRC VAT Notice 700/21 para. 5.3
<b>Financial planning and budgeting</b>	The activities involved in forecasting the University's income, planning the utilisation of these resources and setting and managing budgets.  Activities include: setting budgets (at corporate level and for individual business units); monitoring actual against planned expenditure; virement.	End of financial year	6 years	Destroy	University's business requirements
<b>Financial accounting</b>	The activities involved in processing, recording, classifying and analysing financial transactions between the University and third parties, and between the University and its employees.  Activities include: accounting for income; accounting for expenditure; accounting for payments (other than salaries) to employees; accounting for payments to honorary appointees and other third parties.	End of financial year	6 years	Destroy	Taxes Management Act 1970 c. 9 s 34 Limitation Act 1980 c. 58 s 5 Value Added Tax Act 1994 c. 23 HMRC VAT Notice 700/21 para. 5.2
<b>Internal accounting</b>	The activities involved in processing financial transactions between operating units (i.e. internal cross-charging).	End of financial year	6 years	Destroy	Taxes Management Act 1970 c. 9 s 34 Limitation Act 1980 c. 58 s 5 Value Added Tax Act 1994 c. 23 HMRC VAT Notice 700/21 para. 5.4
<b>Asset management</b>	The activities involved in collecting, recording and analysing information about the value of the University's fixed assets for accounting purposes.  Activities include: recording acquisition and disposal of fixed assets; valuing assets and calculating depreciation; writing off assets prior to disposal; maintaining an asset register.	End of financial year	6 years	Destroy	Taxes Management Act 1970 c. 9 s 34  Limitation Act 1980 c. 58 ss 2 and 5
<b>Statutory funding</b>	The activities involved in documenting the administration of annual funding allocations from the appropriate statutory funding body.	End of financial year	10 years	Destroy	Limitation Act 1980 c. 58 s 5  Check with funding body to ensure any specific requirements are being met
<b>Statutory accounts</b>	The activities involved in documenting the preparation of the University's statutory accounts and returns  See also RESEARCH, PROGRAMME PROVISION AND PUBLISHING - PUBLICATIONS (FINAL COPIES)	End of financial year	6 years	Destroy	Limitation Act 1980 c. 58 s 5  Check with funding body to ensure any specific requirements are being met

<b>Funding management</b>	<p>The activities involved in administering the University's income<sup>[i]</sup>.</p> <p>Activities include: acknowledging receipt of funds; monitoring the use of funds and ensuring compliance with terms and conditions of funding; preparing reports and other information on the use of funds for funding providers.</p> <p>[i] Income includes funding allocated by HE funding councils for teaching, research and other purposes; research grants; research contract income; income from provision of other commercial services; income from endowments and trusts; donations; interest earned on cash balances and investments; fee income from short courses; income from sponsorship.</p> <p>Use MONEY MANAGEMENT - FUNDING (EUROPEAN SOCIAL FUND RECIPIENTS) for European funding.</p>	Termination of grant	6 years	Review / Destroy	<p>Limitation Act 1980 c. 58 s 5</p> <p>Council Regulation (EC) No. 1303/2013 Article 140.</p>
<b>Investment management</b>	<p>The activities involved in managing the University's financial investment portfolio.</p> <p>Activities include: liaising with fund managers.</p>	Disposal of investment / shares	6 years	Destroy	University's business requirements
<b>Funding (European Social Fund recipients)</b>	The activities involved in European Social Fund grant recipients (2014-2020 programme)	Final aid granted under scheme	10 years	Destroy	<p><a href="https://www.gov.uk/government/publications/european-social-fund-document-retention/european-social-fund-document-retention-guidance">https://www.gov.uk/government/publications/european-social-fund-document-retention/european-social-fund-document-retention-guidance</a></p> <p>Article 140 (1) of Regulation (EU) No 1303/2013</p>
<b>Cash management</b>	The activities involved in managing the University's liquid assets.	End of financial year	6 years	Destroy	Limitation Act 1980 c. 58 s 5
<b>Purchasing</b>	<p>The activities involved in purchasing goods, works or services for the University without tendering contracts.</p> <p>Activities include: setting purchasing authorisation limits; authorising purchasing and procurement; obtaining quotations or estimates; ordering; receiving and checking that goods, works or services are delivered as required; purchase order details, and goods received / goods inward notes; invoice processing; managing purchase cards.</p>	End of financial year	6 years	Destroy	<p>Limitation Act 1980 c. 58 s 5</p> <p>HMRC 700/21 para. 5.2</p>
<b>Supplier Approval</b>	<p>The activities involved in approving organisations or individuals as suppliers of goods, works or services to the University.</p> <p>Activities include: issuing invitations to apply for approval; evaluating applications for approval; notifying applicants of evaluation outcomes.</p>	Termination of relationship	1 year	Destroy	University's business requirements
<b>Contract tendering - successful bids</b>	The activities involved in tendering contracts for the supply of goods, works or services to the University. Activities include: preparing Invitations to Tender (ITT); defining tender evaluation and selection criteria; issuing ITTs; controlling the receipt and opening of tenders; evaluating tenders; negotiating and awarding contracts; reporting and publishing information about contracts awarded, where this is required by legislation.	Termination of relationship	6 years	Review / Destroy	Limitation Act 1980 c. 58 s 5
<b>Contract tendering - unsuccessful bids</b>	The activities involved in tendering contracts for the supply of goods, works or services to the University. Activities include: preparing Invitations to Tender (ITT); defining tender evaluation and selection criteria; issuing ITTs; controlling the receipt and opening of tenders; evaluating tenders; negotiating and awarding contracts; reporting and publishing information about contracts awarded, where this is required by legislation.	Termination of relationship	1 year	Review / Destroy	University's business requirements.
<b>Contract management</b>	<p>The activities involved in managing contracts for the supply of goods, works or services to the University.</p> <p>Activities include: monitoring supplier performance and taking appropriate action to deal with under-performance; handling complaints/disputes with suppliers; managing the transition of work to/from suppliers, where suppliers change.</p>	Termination of contract	6 years	Destroy	<p>Limitation Act 1980 c. 58 s 5</p> <p>The Public Contracts Regulations (SI 2015/102) does not prescribe a retention period for these records.</p>
<b>Tax management</b>	<p>The activities involved in managing the University's tax affairs.</p> <p>Activities include: preparing and filing tax returns; managing the University's obligations for collecting and paying VAT on goods and services.</p>	End of financial year	6 years	Destroy	Taxes Management Act 1970 c. 9 s 34.
<b>Payroll administration</b>	<p>The activities involved in administering the University's employee payroll.</p> <p>Activities include: processing statutory payroll deductions; authorising and processing non-statutory and elective payroll deductions; transferring payroll payments; notifying employees of their employment-related tax liabilities; documenting calculation and payment of employees' salaries and other payments.</p>	End of financial year	6 years	Destroy	The National Minimum Wage Regulations (SI 2015/621) Regulation 59(8) The Income Tax (Pay As You Earn) Regulations (SI 2003/2682) Regulation 97(8); Taxes Management Act 1970 c. 9 s 34

<b>Pension management</b>	<p>The activities involved in administering requests from staff to join or leave pension schemes, administering payments of the University's employers' and employees' contributions to pension schemes[], and other pension administration activities such as responding to correspondence from pension providers, and record-keeping.</p> <p>[] Pension schemes may include the Universities Superannuation Scheme; Teachers' Pension Scheme (in England); Scottish Teachers' Superannuation Scheme (in Scotland); Local Government Pension Scheme.</p> <p>Please note, if, for whatever reason, it is difficult to calculate from date of birth, you can also do "termination of employment + 80 years"</p> <p>See also PEOPLE MANAGEMENT - PENSION SCHEMES ADMINISTRATION</p>	Employee date of birth	110 years	Destroy	University's business requirements
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**I: Function - People Management**

The function of (1) managing the University's compliance with legislation on equal opportunities, and (2) managing the University's workforce as a whole and its contractual relationship with individuals who have an employment contract with the University.

**For establishing and managing contract with employment agencies for the supply of temporary staff, use the procurement activities under MONEY MANAGEMENT - CONTRACT MANAGEMENT.**

Activity	Notes / Description	Trigger	Retention	Action (see cover sheet for guidance)	Citations and notes supporting retention period
<b>Employee and worker contract management (staff files)</b>	<p>The activities involved in managing the University's contractual relationships with individual workers and employees.</p> <p>Activities include: maintaining complete and accurate records of individuals' recruitment (authorising recruitment; advertising vacancies; handling enquiries about vacancies; processing employment applications; DBS checks and Right to Work checks documentation); equality and diversity information, induction, performance management, disciplinaries (where a case is found), training and development records, occupational health and welfare, leave, pensions and termination; providing employment references for current and former employees.</p> <p>There may be additional record-keeping requirements if you are employing a sponsored migrant - see Rationale for a link to details.</p>	Termination of employment	6 years	Destroy	<p>Limitation Act 1980 c. 58 s 5</p> <p>Prescription and Limitation (Scotland) Act 1973 c.52 s 6, as amended</p> <p>Information Commissioners Office: Retaining employment information: <a href="https://ico.org.uk/for-organisations/uk-gdpr-guidance-and-resources/employment/employment-practices-and-data-protection-keeping-employment-records/collecting-and-keeping-employment-records/#long">https://ico.org.uk/for-organisations/uk-gdpr-guidance-and-resources/employment/employment-practices-and-data-protection-keeping-employment-records/collecting-and-keeping-employment-records/#long</a></p> <p>Guidance for Sponsors: <a href="https://www.gov.uk/government/publications/keep-records-for-sponsorship-appendix-d/appendix-d-guidance-for-sponsors-on-keeping-documents-accessible-version#part-2-evidence-of-recruitment-activity-for-workers-and-temporary-workers">https://www.gov.uk/government/publications/keep-records-for-sponsorship-appendix-d/appendix-d-guidance-for-sponsors-on-keeping-documents-accessible-version#part-2-evidence-of-recruitment-activity-for-workers-and-temporary-workers</a></p>
<b>Recruitment and selection (unsuccessful applicants)</b>	<p>The activities involved in recruiting employees to fill vacant positions, where an applicant is unsuccessful or withdraws their application</p> <p>Activities include: handling enquiries about vacancies; processing employment applications; processing equality and diversity information; reviewing and responding to unsolicited applications for employment, handling appeals to appointment decisions; reviewing and responding to unsolicited applications for employment.</p>	Closure of job posting	6 months	Destroy	<p>University's business requirements</p> <p>Data Protection Act 2018 and UK General Data Protection Regulation (GDPR)</p>
<b>Workforce planning</b>	<p>The activities involved in identifying the workforce competencies and numbers required to implement the University's strategic plan and determining how to meet these requirements.</p> <p>Activities include: analysing the size, composition, structure and competencies of the University's workforce; reporting on the composition of the University's workforce to regulators; developing role (job) descriptions and conducting role evaluations to assign roles to grades/bands in a salary structure.</p>	Date superseded	6 years	Review / Destroy	University's business requirements
<b>Workforce induction</b>	<p>The activities involved in developing and implementing induction programmes for new employees.</p> <p>Activities include: developing general and role-specific induction programmes; administering induction programmes to ensure that all new employees complete the required programme.</p> <p>Use PEOPLE MANAGEMENT - EMPLOYEE AND WORKER CONTRACT MANAGEMENT (STAFF FILES) for staff training records.</p>	Date superseded	6 years	Review / Destroy	University's business requirements

<b>Workforce training and development</b>	<p>The activities involved in providing training and development opportunities for employees[1].</p> <p>Activities include: identifying and analysing training and development needs; identifying and evaluating ways of meeting these needs; developing/selecting training and development programmes; monitoring take-up of training and development programmes; collecting and analysing feedback on training and development programmes; measuring the impact of training and development programmes.</p> <p>[1] This activity is intended to cover general personal and professional training and development for employees, and job-specific training for defined categories of employees. It is NOT intended to cover 'user training' (e.g. for specific internal systems or services) or other training which is an integral part of a function and activity.</p> <p>Use PEOPLE MANAGEMENT - EMPLOYEE AND WORKER CONTRACT MANAGEMENT (STAFF FILES) for staff training records.</p>	End of academic year	6 years	Destroy	University's business requirements
<b>Workforce wellbeing management</b>	<p>The activities involved in monitoring employee wellbeing, sickness and absences and ensuring compliance with legislation. Including provision of occupational health services and employee assistance programmes.</p>	Termination of employment	6 years	Destroy	<p>The Statutory Sick Pay (Maintenance of Records) (Revocation) Regulations 2014 (SI 2014/55).</p> <p>SI 2014/55 abolished the former obligation on employers to keep these records. Although there is no longer a specific statutory retention period, employers still have to keep sickness records to best suit their business needs. It is advisable to keep records for at least 3 months after the end of the period of sick leave in case of a disability discrimination claim. However, if there were to be a contractual claim for breach of an employment contract it may be safer to keep records for 6 years after the employment ceases.</p>
<b>Workforce relations management</b>	<p>The activities involved in managing the University's relationship with its workforce.</p> <p>Activities include: developing and implementing mechanisms for communicating with, and consulting, the workforce; conducting workforce surveys and reviewing and responding to the results.</p>	Date superseded	6 years	Destroy / Anonymise and compile for trend reporting over time	University's business requirements
<b>Workforce remuneration, reward and recognition management</b>	<p>The activities involved in developing and implementing workforce pay structures, reward and recognition schemes.</p>	End of academic year	6 years	Destroy	University's business requirements
<b>Equality, diversity and inclusion promotion</b>	<p>The activities involved in co-ordinating the University's participation in initiatives designed to advance equality of opportunity and to foster good relations between persons who share a protected characteristic and persons who do not share it.</p> <p>Activities include: establishing University networks for staff and students who share a protected characteristic (e.g. LGBTQ+ network, BME network).</p>	Completion of initiative	6 years	Review / Destroy	<p>Equality Act 2010</p> <p><a href="https://www.legislation.gov.uk/ukpga/2010/15/contents">https://www.legislation.gov.uk/ukpga/2010/15/contents</a></p> <p><a href="https://www.legislation.gov.uk/ukpga/2010/15/part/6/chapter/2">https://www.legislation.gov.uk/ukpga/2010/15/part/6/chapter/2</a></p>
<b>Equality, diversity and inclusion monitoring</b>	<p>The activities involved in monitoring equal opportunities within the University.</p> <p>Activities include: analysing data in relation to equality for men and women, disabled people, people of different ages and of different racial groups; preparing and submitting formal reports preparing publications required by the Equality Act 2010 (and related legislation); carrying out equality impact assessments.</p>	End of academic year	6 years	Destroy / Anonymise and compile for trend reporting over time	<p>Equality Act 2010</p> <p><a href="https://www.legislation.gov.uk/ukpga/2010/15/contents">https://www.legislation.gov.uk/ukpga/2010/15/contents</a></p> <p><a href="https://www.legislation.gov.uk/ukpga/2010/15/part/6/chapter/2">https://www.legislation.gov.uk/ukpga/2010/15/part/6/chapter/2</a></p>
<b>Industrial relations management</b>	<p>The activities involved in managing the University's relationships with trades unions and labour organisations representing its workforce.</p> <p>Activities include: managing recognition and de-recognition of trades unions; managing communication and consultation with trades unions and labour organisations conducting collective bargaining on behalf of the workforce.</p>	Termination of relationship with union	6 years	Review / Destroy	<p>Limitation Act 1980 c. 58 s 5</p> <p>Prescription and Limitation (Scotland) Act 1973 c.52 s 6, as amended</p>
<b>Grievances, disciplinary, tribunals (no case found)</b>	<p>The activities involved in conducting a grievance, tribunal or performance review, in cases where an investigation or process has commenced, but is then found to have no basis.</p>	Last action	6 months	Destroy	<p>University's business requirements</p> <p>Data Protection Act 2018 and UK General Data Protection Regulation (UK GDPR)</p>
<b>Pension schemes administration</b>	<p>The activities involved in administering the University's involvement with external pension schemes[1] of which its staff are members.</p> <p>[1] Pension schemes may include the Universities Superannuation Scheme; Teachers' Pension Scheme (in England); Scottish Teachers' Superannuation Scheme (in Scotland); Local Government Pension Scheme.</p> <p>This activity pertains to external pension schemes only. Internally run schemes are out of scope for this schedule.</p>	Termination of relationship with pension scheme	6 years	Destroy	<p>University's business requirements</p> <p><a href="https://www.gov.uk/guidance/pension-trustees-record-keeping">https://www.gov.uk/guidance/pension-trustees-record-keeping</a></p>
<b>J: Function - Facilities, Location and Environs Management</b>					

The function of managing the University's impact on the physical environment[i], its physical estate[ii], facilities[iii], equipment[iv] and consumables[v], the health and safety of staff, students and others interacting with the University, and ensuring compliance with legislation on these matters.

[i] Managing the University's impact on the physical environment includes environmental sustainability and ensuring compliance with legislation on environmental matters.

[ii] Estate means land and buildings (or other fixed structures) on land.

[iii] Facilities means defined areas of land and defined interior areas of buildings which are designated for specific use. Indoor facilities include: reception areas; offices; teaching and learning areas; libraries; museum galleries; studios; laboratories; workshops; kitchens; restaurants and bars; theatres and cinemas; shops; sports facilities; accommodation facilities; toilets; store rooms; plant rooms; garages. Outdoor facilities include: sports fields, athletic tracks etc.; car parks; paths; gardens.

[iv] Equipment includes instruments; tools; machines; plant; vehicles; interior fixtures and fittings; furniture and furnishings; personal protective equipment; kitchen and catering equipment; laboratory equipment.

[v] Consumables includes office supplies; janitorial supplies; decorating materials; cleaning materials; medical and first aid supplies; food; uniforms and protective clothing.

Activity	Notes / Description	Trigger	Retention	Action (see cover sheet for guidance)	Citations and notes supporting retention period
<b>Property development</b>	<p>The activities involved in developing [i] newly-acquired land and buildings and in redeveloping existing land and buildings.</p> <p>Activities include: undertaking feasibility studies; conducting consultations; developing specifications; preparing building plans; obtaining planning consents; obtaining permits for specific types of work; undertaking development works; inspecting completed works and arranging external inspections to obtain necessary certifications; planning and building regulations; (re)development plans and consents; floor plans; master copies; copies of floor plans; drawings; enhancement records; asbestos location plans and register; high voltage maintenance records; legionella locations plans, reports; risk assessments.</p> <p>[i] Developing land and buildings includes: changing the use of land and buildings; constructing new buildings or other structures; undertaking conservation or restoration work on land and buildings; extending, altering and reconfiguring land or buildings.</p>	Disposal of property	-	Destroy	<p>Limitation Act 1980 c. 58 s 14B</p> <p>Prescription and Limitation (Scotland) Act 1973 c.52 s 6, as amended</p> <p>Records should be offered to HSE or the individual concerned should the business cease trading; Control of Asbestos Regulations 2012 <a href="https://www.legislation.gov.uk/uk/si/2012/632/part/2">https://www.legislation.gov.uk/uk/si/2012/632/part/2</a>; Electricity at Work Regulations 1989 <a href="https://www.hse.gov.uk/pubns/priced/hsr25.pdf">https://www.hse.gov.uk/pubns/priced/hsr25.pdf</a>; Control of Substances Hazardous to Health (CoSHH) Regulations 2012</p>
<b>Facilities development - Property works (major)</b>	<p>The activities involved in developing new facilities and re-developing existing facilities.</p> <p>Activities include: specifying requirements; preparing design schemes; obtaining permits for specific types of work; inspecting completed works and arranging external inspections to obtain necessary certifications. For indoor facilities, activities include: decorating; installing fixtures, fittings and furnishings. For outdoor facilities, activities include: groundwork; gardening; installing fixtures, fittings and furniture.</p>	Completion of works	15 years	Review / Destroy	<p>Limitation Act 1980 c. 58 s 14 a</p> <p>Prescription and Limitation (Scotland) Act 1973 c.52 s 6, as amended</p> <p>Latent Damage Act. 1986 - NB England and Wales only</p>
<b>Facilities development - Property works (minor)</b>	<p>The activities involved in developing new facilities and re-developing existing facilities.</p> <p>Activities include: specifying requirements; preparing design schemes; obtaining permits for specific types of work; inspecting completed works and arranging external inspections to obtain necessary certifications. For indoor facilities, activities include: decorating; installing fixtures, fittings and furnishings. For outdoor facilities, activities include: groundwork; gardening; installing fixtures, fittings and furniture.</p>	Completion of works	6 years	Destroy	<p>Limitation Act 1980 c. 58 s 14 a</p> <p>Prescription and Limitation (Scotland) Act 1973 c.52 s 6, as amended</p> <p>Latent Damage Act. 1986 - NB England and Wales only</p>
<b>Property acquisition</b>	<p>The activities involved in acquiring ownership or use of land or buildings through purchase, transfer, donation, lease or rental.</p>	Disposal of property	12 years	Destroy	<p>Limitation Act 1980 c. 58 s 8</p> <p>Prescription and Limitation (Scotland) Act 1973 c.52 s 6, as amended</p> <p>This retention period assumes that property contracts are executed as deeds and that the property was successfully acquired. For other types of contracts, and in instances where the property is not acquired, the retention period may be 6 years rather than 12 years.</p> <p>Deeds of title for a property are transferred to the new owner when the property is sold.</p>
<b>Property leasing-out</b>	<p>The activities involved in leasing land and buildings to third parties.</p>	Expiry of lease	12 years	Review / Destroy	<p>Limitation Act 1980 c. 58 s 8</p> <p>Prescription and Limitation (Scotland) Act 1973 c.52 s 6, as amended</p> <p>This retention period assumes that leases are executed as deeds. For other types of contracts, the retention period may be 6 years rather than 12 years.</p>
<b>Facilities maintenance</b>	<p>The activities involved in maintaining facilities</p> <p>Activities include: establishing and implementing planned maintenance programmes; carrying out reactive maintenance.</p> <p>See also FACILITIES, LOCATION AND ENVIRONS MANAGEMENT - HAZARD EXPOSURE CONTROL for references to any harmful or dangerous materials.</p>	Date created	6 years	Review / Destroy	<p>Limitation Act 1980 c. 58 s 5.</p> <p>Prescription and Limitation (Scotland) Act 1973 c.52 s 6, as amended</p>

<b>Property maintenance</b>	<p>The activities involved in maintaining land and buildings.</p> <p>Activities include: establishing and implementing planned maintenance programmes; carrying out reactive maintenance.</p> <p>See also FACILITIES, LOCATION AND ENVIRONS MANAGEMENT - HAZARD EXPOSURE CONTROL for references to any harmful or dangerous materials.</p>	Date created	6 years	Review / Destroy	<p>Limitation Act 1980 c. 58 s 5.</p> <p>Prescription and Limitation (Scotland) Act 1973 c.52 s 6, as amended</p>
<b>Property security management (Office and physical security)</b>	<p>The activities involved in proactively protecting land and buildings from accidental or intentional damage and in preventing unauthorised access.</p> <p>Activities include: conducting security inspections; conducting routine surveillance operations (e.g. guarding and patrol) to prevent and detect unauthorised access; access logs; the activities involved in the production, issuing and replacement of building access passes and cards, for students, faculty and staff.</p> <p>CCTV recordings should be routinely disposed more frequently than the retention given here, unless there is an investigation or other valid reason to keep footage.</p>	Date created	1 year	Review / Destroy	<p>University's business requirements</p> <p><a href="https://ico.org.uk/for-organisations/uk-gdpr-guidance-and-resources/cctv-and-video-surveillance/guidance-on-video-surveillance-including-cctv/how-can-we-comply-with-the-data-protection-principles-when-using-surveillance-systems/#retention">https://ico.org.uk/for-organisations/uk-gdpr-guidance-and-resources/cctv-and-video-surveillance/guidance-on-video-surveillance-including-cctv/how-can-we-comply-with-the-data-protection-principles-when-using-surveillance-systems/#retention</a></p>
<b>Nursery management</b>	<p>The activities involved in the running of nurseries, including safeguarding arrangements.</p> <p>Further detailed retentions can be found in the Rationale, which are too varied to list here.</p>	Closure of nursery	60 years	Review / Destroy	<p>Recommended by IRMS Retention Guidelines for Schools – Early Years Provision (Section 16.2.5) <a href="https://site4.educationgateshead.org/wp-content/uploads/2023/07/SchoolsRetentionScheduleNov15v4.pdf">https://site4.educationgateshead.org/wp-content/uploads/2023/07/SchoolsRetentionScheduleNov15v4.pdf</a></p> <p>The Day Care and Child Minding (National Standards) Regulations 2003 <a href="https://www.legislation.gov.uk/uksi/2003/1996/made">https://www.legislation.gov.uk/uksi/2003/1996/made</a> - NB England only</p> <p>The Childcare (Voluntary Registration) Regulations 2007 <a href="https://www.legislation.gov.uk/uksi/2007/730/contents/made">https://www.legislation.gov.uk/uksi/2007/730/contents/made</a></p>
<b>Equipment installation / commissioning</b>	<p>The activities involved in installing/commissioning equipment.</p> <p>Activities include: conducting pre-commissioning inspections/examinations/tests; conducting post-installation inspections/examinations/tests to ensure compliance with technical standards and/or legal requirements.</p>	Decommissioning / removal	6 years	Review / Destroy	<p>Limitation Act 1980 c. 58 s 5.</p> <p>Prescription and Limitation (Scotland) Act 1973 c.52 s 6, as amended</p>
<b>Equipment and consumables storage</b>	<p>The activities involved in storing equipment and consumables.</p> <p>Activities include: monitoring storage conditions to ensure compliance with technical standards and/or legislation; monitoring the condition of items held in storage; maintaining the stock or asset inventory; monitoring and maintaining stock levels; controlling the allocation/issue of items from storage.</p>	Date superseded	6 years	Destroy	University's business requirements.
<b>Equipment inspection, testing and maintenance</b>	<p>The activities involved in maintaining the University's equipment in sound working order to ensure compliance with legislation, technical standards etc.</p> <p>Activities include: conducting inspections and tests at planned or required intervals; undertaking planned preventive maintenance; repairing or modifying equipment in response to reported problems.</p>	End of academic year	6 years	Destroy	The Control of Substances Hazardous to Health Regulations (SI 2002/2677) Regulation 9(4) <a href="https://www.legislation.gov.uk/uksi/2002/2677/regulation/9">https://www.legislation.gov.uk/uksi/2002/2677/regulation/9</a>
<b>Waste management</b>	<p>The activities involved in collecting, classifying, storing, and disposing<sup>[iii]</sup> of the University's waste<sup>[iv]</sup>.</p> <p>Activities include: conducting waste audits.</p> <p>[iii] Disposing means destruction by recycling or incineration or dumping into landfill.</p> <p>[iv] Waste means 'household waste', 'industrial waste' and 'commercial waste' as defined in the Controlled Waste Regulations 1992; 'special waste' as defined in the Special Waste Regulations 1996. For practical purposes, these categories include: office waste; catering waste; redundant equipment and consumables; redundant records; clinical waste; other hazardous waste.</p> <p>Use CORPORATE GOVERNANCE AND RISK MANAGEMENT - CORPORATE REGISTERS for the permanent register aspect - see Rationale.</p>	End of academic year	3 years	Destroy	<p>The Special Waste Regulations (SI 1996/972) Regulation 15(4)</p> <p>The Hazardous Waste (England and Wales) Regulations (SI 2005/894) (<a href="https://www.legislation.gov.uk/uksi/2005/894/contents">https://www.legislation.gov.uk/uksi/2005/894/contents</a>) repealed SI 1996/972 but SI 2005/894 Regulation 51(4) (<a href="https://www.legislation.gov.uk/uksi/2005/894/regulation/51">https://www.legislation.gov.uk/uksi/2005/894/regulation/51</a>) requires registers made under SI 1996/972 Regulation 15(4) to be retained for the period specified; SI 2005/894 Regulation 49(3) (<a href="https://www.legislation.gov.uk/uksi/2005/894/regulation/49">https://www.legislation.gov.uk/uksi/2005/894/regulation/49</a>)</p> <p>The Hazardous Waste (England and Wales) Regulations (SI 2005/894) Regulation 49(1) <a href="https://www.legislation.gov.uk/uksi/2005/894/regulation/49">https://www.legislation.gov.uk/uksi/2005/894/regulation/49</a></p>
<b>Emergency planning</b>	The activities involved in planning for the handling of health and safety incidents on the University's premises which require the involvement of specially trained staff and/or the public emergency services. Including fire drills and fire alarm tests	Date superseded	6 years	Destroy	The Regulatory Reform (Fire Safety) SI 2005/1541 <a href="https://www.legislation.gov.uk/uksi/2005/1541/contents/2023-10-01">https://www.legislation.gov.uk/uksi/2005/1541/contents/2023-10-01</a>
<b>Health and safety inspection</b>	The activities involved in conducting health and safety inspections of the University's premises and operations.	Date of inspection	6 years	Destroy	RIDDOR <a href="https://www.legislation.gov.uk/uksi/2013/1471/regulation/12/made">https://www.legislation.gov.uk/uksi/2013/1471/regulation/12/made</a>
<b>Incident recording, reporting and investigation</b>	<p>The activities involved in incident and accident management, not covered elsewhere in this schedule.</p> <p>Use CORPORATE GOVERNANCE AND RISK MANAGEMENT - CORPORATE REGISTERS for the permanent registers of incidents, and other permanent logs.</p> <p>Use INFORMATION AND COLLECTIONS MANAGEMENT - IT SYSTEMS SECURITY MANAGEMENT for routine system logs.</p>	End of academic year	6 years	Review / Destroy	<p>University's business requirements</p> <p>RIDDOR, 2013 <a href="https://www.legislation.gov.uk/uksi/2013/1471/regulation/12/made">https://www.legislation.gov.uk/uksi/2013/1471/regulation/12/made</a></p>

<b>Hazard exposure control (shorter term)</b>	<p>The activities involved in controlling the exposure of staff, students and others to hazards on the University's premises or in other places affected by its operations.</p> <p>Activities include: fulfilling the University's statutory duties; assessing the risks to health and safety created by e.g. using display screen equipment, exposure to noise; providing personal protective equipment; conducting health surveillance of employees; providing information, instruction and training for employees.</p>	Date superseded	10 years	Review / Destroy	<p>Regulation 3 of the Management of Health and Safety at Work Regulations 1999 (SI 1999/3242) <a href="https://www.legislation.gov.uk/uksi/1999/3242/regulation/7/made">https://www.legislation.gov.uk/uksi/1999/3242/regulation/7/made</a>;</p> <p>N.B. Records should be offered to HSE or the individual concerned should the business cease trading;</p> <p>Regulation 5 of the Control of Noise at Work Regulations 2005 (SI 2005/1643) <a href="https://www.legislation.gov.uk/uksi/2005/1643/made">https://www.legislation.gov.uk/uksi/2005/1643/made</a>;</p> <p>Regulations 6 and 7 of the Health and Safety (Display Screen) Equipment Regulations 1992 (SI 1992/2792) <a href="https://www.legislation.gov.uk/uksi/1992/2792">https://www.legislation.gov.uk/uksi/1992/2792</a></p>
<b>Hazard exposure control (longer term)</b>	<p>The activities involved in controlling the exposure of staff, students and others to hazards on the University's premises or in other places affected by its operations.</p> <p>Activities include: fulfilling the University's statutory duties; letters from enforcing authorities for non-compliance; assessing the risks to health and safety created by exposure to regulated biological agents, lead, asbestos, ionising radiation; providing personal protective equipment.</p> <p>NB before disposing of any records in this category, double check current guidance as retentions are very long and guidance may change. 40 years is likely to be the minimum term.</p>	Date superseded	40 years	Review / Destroy	<p>Regulation 10 of the Management of Health and Safety at Work Regulations 1999 (SI 1999/3242) <a href="https://www.legislation.gov.uk/uksi/1999/3242/pdfs/uksi_19993242_en.pdf">https://www.legislation.gov.uk/uksi/1999/3242/pdfs/uksi_19993242_en.pdf</a>;</p> <p>Electricity at Work Regulations 1989 <a href="https://www.legislation.gov.uk/uksi/1989/635">https://www.legislation.gov.uk/uksi/1989/635</a>;</p> <p>Control of Substances Hazardous to Health (CoSHH) Regulations 2012;</p> <p>Control of Substances Hazardous to Health Regulations 2002 (SI 2002/2677), Schedule 3, para. 4; <a href="https://www.legislation.gov.uk/uksi/2002/2677/schedule/3">https://www.legislation.gov.uk/uksi/2002/2677/schedule/3</a></p> <p>Regulation 11 of the Control of Lead at Work Regulations 2002 (SI 2002/2676) <a href="https://www.legislation.gov.uk/uksi/2002/2676/regulation/11">https://www.legislation.gov.uk/uksi/2002/2676/regulation/11</a>;</p> <p>Regulation 19 of the Control of Asbestos Regulations 2012 (SI 2012/632) <a href="https://www.legislation.gov.uk/uksi/2012/632">https://www.legislation.gov.uk/uksi/2012/632</a>;</p> <p>Regulation 7 of the Ionising Radiations Regulations 2017 (SI 2017/1075) <a href="https://www.legislation.gov.uk/uksi/2017/1075/part7">https://www.legislation.gov.uk/uksi/2017/1075/part7</a></p>
<b>Hazard exposure control (training and monitoring)</b>	<p>The activities involved in documenting the provision of information, instruction and training for employees or conducting health surveillance of employees who are exposed to any of the substances listed in the scope for FACILITIES, LOCATION AND ENVIRONS MANAGEMENT - HAZARD EXPOSURE CONTROL (LONGER TERM)</p>	Date superseded	10 years	Review / Destroy	<p>Regulation 10 of the Management of Health and Safety at Work Regulations 1999 (SI 1999/3242) <a href="https://www.legislation.gov.uk/uksi/1999/3242/pdfs/uksi_19993242_en.pdf">https://www.legislation.gov.uk/uksi/1999/3242/pdfs/uksi_19993242_en.pdf</a>;</p> <p>Electricity at Work Regulations 1989 <a href="https://www.legislation.gov.uk/uksi/1989/635">https://www.legislation.gov.uk/uksi/1989/635</a>;</p> <p>Control of Substances Hazardous to Health (CoSHH) Regulations 2012;</p> <p>Control of Substances Hazardous to Health Regulations 2002 (SI 2002/2677), Schedule 3, para. 4; <a href="https://www.legislation.gov.uk/uksi/2002/2677/schedule/3">https://www.legislation.gov.uk/uksi/2002/2677/schedule/3</a></p> <p>Regulation 11 of the Control of Lead at Work Regulations 2002 (SI 2002/2676) <a href="https://www.legislation.gov.uk/uksi/2002/2676/regulation/11">https://www.legislation.gov.uk/uksi/2002/2676/regulation/11</a>;</p> <p>Regulation 19 of the Control of Asbestos Regulations 2012 (SI 2012/632) <a href="https://www.legislation.gov.uk/uksi/2012/632">https://www.legislation.gov.uk/uksi/2012/632</a>;</p> <p>Regulation 7 of the Ionising Radiations Regulations 2017 (SI 2017/1075) <a href="https://www.legislation.gov.uk/uksi/2017/1075/part8">https://www.legislation.gov.uk/uksi/2017/1075/part8</a></p>

<b>Equipment and consumables disposal</b>	<p>The activities involved in disposing of surplus or redundant equipment and consumables.</p> <p>Activities include: authorising disposal; identifying and evaluating alternative methods of disposal; undertaking cleaning/sanitisation of equipment and consumables prior to disposal; providing any necessary certification (e.g. of safety) or documentation (e.g. maintenance history) to recipients of sold or donated equipment and consumables; where appropriate (e.g. for vehicles), administering transfer of ownership of equipment and consumables and retaining necessary documentation.</p> <p>Use MONEY MANAGEMENT - ASSET MANAGEMENT for writing-off surplus or redundant equipment. Use MARKETING, COMMUNICATIONS AND EVENT MANAGEMENT - OUTGOING DONATIONS MANAGEMENT for managing the process of donating equipment and consumables to external organisations. Use MONEY MANAGEMENT - FINANCIAL ACCOUNTING for processing financial transactions associated with the sale of equipment and consumables.</p> <p>[i] Disposing means physically removing from the University's premises for return to the owner, donation to another organisation, sale or destruction.</p>	Decommissioning / removal	1 year	Destroy	University's business requirements
<b>Property disposal</b>	<p>The activities involved in disposing of land and buildings which are no longer required through sale, transfer, termination of lease, auction, donation or demolition.</p> <p>Activities include: obtaining valuations; undertaking surveys.</p>	Disposal of property	12 years	Destroy	<p>Limitation Act 1980 c. 58 s 8</p> <p>Prescription and Limitation (Scotland) Act 1973 c.52 s 6, as amended</p> <p>This retention period assumes that property contracts are executed as deeds. For other types of contracts, the retention period may be 6 years rather than 12 years.</p>

**K: Function - Information and Collections Management**

The function of managing the information and collections created or acquired by the University in the course of its work or to support its research, teaching or other work. This function includes managing the University's: (1) collections of publications[i]; (2) object collections[ii]; (3) records[iii]; (4) corporate archive[iv]; (5) compliance with information legislation[v]; and (6) the information technology (IT) systems which support the University's functions and activities. This function does not cover the management of the business units which are responsible for the collections, or the associated services and facilities.

[i] Publications means any published material in any medium and format including, print, electronic and online acquired or assembled to support the University's work. Collections of publications may be open or closed and may be available to staff, students and/or the public, for example through a departmental or University's library.

[ii] Collections means collections of materials (e.g. artworks, artefacts and manuscripts) that have been generated or acquired by the University in the course of its teaching or research work, or which have been donated to the University for these or other purposes.

[iii] Records are defined by ISO 15489-1:2016 Information and documentation – Records management as 'information created, received, and maintained as evidence and information by an organization, or person, in pursuance of legal obligations or in the transaction of business'. Records may be in any medium and format including paper and electronic documents, electronic databases, data in electronic systems and audio-visual materials.

[iv] Archives means records produced by the University and permanently preserved because of the enduring value of the information they contain or the evidence they provide of the University's functions and activities.

[v] Information legislation means legislation on data protection, freedom of information and access to environmental information.

Activity	Notes / Description	Trigger	Retention	Action (see cover sheet for guidance)	Citations and notes supporting retention period
<b>Information and collections acquisition and receipt</b>	<p>The activities involved in acquiring items (e.g. by purchase, donation, or unsolicited gift), and adding them to the University's collections.</p> <p>Activities include: identifying and selecting publications to purchase; receiving and appraising archives, and returning or otherwise disposing of unwanted material; activities described in the SPECTRUM Acquisition and Object Entry procedures.</p>	Date last modified	6 years	Review / Archive	University's business requirements
<b>Information and collections organisation, cataloguing and description</b>	<p>The activities involved in organising, classifying, cataloguing, describing and indexing publications, objects or archives.</p> <p>Activities include: creating and maintaining records of the provenance, history and management of archives (including remedial conservation, de-accession and disposal); compiling and maintaining key information which formally identifies and describes objects in the University's collections; developing business classification schemes; developing file plans; developing thesauri; developing metadata schemes.</p>	Date last modified	6 years	Review / Archive	University's business requirements
<b>Information and collections storage and handling</b>	<p>The activities associated with documenting the location of items, storing items, controlling and tracking the movement of items, and ensuring proper handling.</p> <p>Activities include: determining appropriate storage conditions; devising storage control systems; devising systems for converting records to alternative storage media; activities described in the SPECTRUM Location and Movement Control procedure.</p>	End of academic year	1 year	Review / Destroy	University's business requirements

<b>Information and collections access control</b>	The activities involved in controlling access to items.  Activities include: devising access/retrieval control systems; operating access/retrieval control systems; tracking the movement of items; supervising access to items under controlled conditions; activities described in the SPECTRUM Use of Collections Procedure.  In the event of an incident or investigation, these records can be kept for longer.	End of academic year	20 years	Review / Destroy	University's business requirements
<b>Information and collections maintenance and conservation</b>	The activities associated with maintaining the physical form and intellectual content of items, including preserving the physical condition of publications, objects and archives.  Activities include: undertaking condition surveys; applying conservation treatments to preserve, repair or restore the condition of items.	Life of the items	-	Destroy	University's business requirements
<b>Information and collections disposal</b>	The activities involved in disposing of redundant items.  Activities include: authorising disposal of redundant records; preparing redundant records for disposal; de-accessioning and disposing of archives; activities described in the SPECTRUM Object Exit procedure.  Use CORPORATE GOVERNANCE AND RISK MANAGEMENT - CORPORATE REGISTERS for final, permanent disposal logs.	Completion of disposal	6 years	Destroy / Anonymise and compile for trend reporting over time	Limitation Act 1980 c. 58 s 5
<b>Information and collections promotion and exploitation</b>	The activities involved in promoting the University's collections and facilitating access to them.  Activities include: developing guides, indexes and other interpretive materials; developing and organising events (e.g. temporary exhibitions, conferences, tours) and activities (e.g. workshops, lectures, demonstrations); assembling special loan collections of items and interpretive materials to support recreational activities and educational programmes; handling enquiries about collections.	Date last modified	1 year	Review / Destroy	University's business requirements
<b>Publications (final copies)</b>	The activities involved in storing final copies of publications for longer term reference.  Records could include statutory accounts, annual accounts.	Date created	6 years	Review / Archive	University's business requirements
<b>Records creation and capture</b>	The activities associated with creating and capturing records.  Activities include: determining recordkeeping requirements for individual business activities and processes.	Date last modified	6 years	Review / Destroy	University's business requirements
<b>Records retention</b>	The activities associated with retaining records for appropriate periods of time.  Activities include: identifying requirements to retain records; developing records retention schedules; applying records retention schedules.  See also CORPORATE GOVERNANCE AND RISK MANAGEMENT - CORPORATE REGISTERS	Date superseded	3 years	Review / Destroy	University's business requirements
<b>Item borrowing and lending</b>	The activities involved in lending items to or borrowing items from other organisations (or individuals) for a specific period of time and for a specified purpose.  Activities include the loan of archival items and those described in the museums SPECTRUM Loans Out and Loans In procedures.	Date last modified	6 years	Review / Destroy	University's business requirements
<b>Information legislation compliance</b>	The activities involved in complying with legislation on data protection, freedom of information and access to environmental information.  Activities include: notifying details of the University's data controller to the Information Commissioner; maintaining records of processing activities and other accountability records; carrying out data protection impact assessments; handling data subject access requests; developing, publishing and maintaining the University's Publication Scheme; handling requests for information held by the University; handling requests for environmental information held by the University.	Date last modified	3 years	Destroy	University's business requirements
<b>Copyright compliance administration</b>	The activities involved in administering the University's compliance with legislation on copyright.  Activities include: obtaining licences to use materials in which the copyright is not owned by the University; monitoring use of such materials within the University; administering payments to copyright licensing organisations.	Expiry of licence	6 years	Review / Destroy	University's business requirements
<b>Copyright compliance Administration (unsuccessful applications)</b>	Applications for permission to copy from published works which are not covered by Copyright Licensing Agency licences, where permission is not granted.	End of academic year	1 year	Destroy	University's business requirements.
<b>Copyright compliance statistics</b>	Records documenting the compilation of statistical and other data required by the Copyright Licensing Agency, and the submission of this data to the Agency.	End of academic year	10 years	Review / Destroy	University's business requirements.
<b>Copyright compliance surveys</b>	Results of surveys / audits undertaken by the Copyright Licensing Agency (provided to the University by the Agency).	End of academic year	6 years	Review / Destroy	University's business requirements.
<b>Copyright compliance inspections</b>	Records documenting the University's participation in inspections undertaken by copyright owners or their representatives to check the University's compliance with legal / contractual requirements.	End of academic year	6 years	Review / Destroy	University's business requirements.

<b>IT systems development</b>	The activities involved in developing new ICT systems and re-developing existing systems.  Activities include: specifying requirements; evaluating potential systems/solutions; installing systems; testing systems; commissioning systems; controlling changes to systems; decommissioning systems.	Decommissioning / removal	6 years	Destroy	University's business requirements
<b>IT systems operations management</b>	The activities involved in operating ICT systems.  Activities include: monitoring system performance; reporting, investigating and resolving system faults; managing system data storage, including backup, migration, archiving [i] and deletion; maintaining appropriate system software licences.  [i] "Archiving" in this context refers to the movement of data, records and/or information to cheaper "cold storage" for long-term preservation and differs slightly from the definition of "archives" given in the function scope note, reproduced here: Archives means records produced by the University and permanently preserved because of the enduring value of the information they contain or the evidence they provide of the University's functions and activities.	Decommissioning / removal	6 years	Destroy	University's business requirements
<b>IT systems security management</b>	The activities involved in managing access to, and use of, the University's ICT systems.  Activities include: opening, modifying and closing system user accounts; monitoring use of systems to ensure compliance with University's policies and relevant legislation; responding to security breaches or incidents; sanitisation of ICT hardware before disposal, admin logs.  In the event of an incident or investigation these records can be kept for longer.	End of academic year / closure of incident (if applicable)	6 years	Review / Destroy	University's business requirements Statute of Limitation on personal data breaches NCSC guidance re logging <a href="https://www.ncsc.gov.uk/collection/10-steps/logging-and-monitoring">https://www.ncsc.gov.uk/collection/10-steps/logging-and-monitoring</a>
<b>Data recovery</b>	The activities involved in handling requests for data recovery.  This is likely to be the maximum retention for such requests, partly due to storage limitations and data snapshots may also be out of date beyond this period. Your University's data back-up policy will also inform this.	Date created	6 months	Destroy	University's business requirements

**L: Function - Marketing, communications and events management**

The function of marketing the University, raising and maintaining its public profile, fundraising, and of managing the University's formal corporate relationships with: its students' union; its alumni; its donors; organisations and individuals in its local community[i]; organisations in the further and higher education sectors[ii]; government bodies[iii]; parliamentary bodies[iv]; and the wider public. This function is intended to cover formal relationships between the University and external stakeholders at a corporate level. It does not cover routine contact relating to a specific function or activity which is covered elsewhere in this BCS. For managing the University's relationship with its students see Academic and Student Management.

[i] An University's local community includes: local authorities, community groups, local business groups, local charities, campaign groups.

[ii] The further and higher education sectors includes: funding councils, quality and standards bodies, learned societies, professional associations in the UK and elsewhere.

[iii] Government bodies includes: government departments, government agencies, non-departmental public bodies in the UK and elsewhere.

[iv] Parliamentary bodies includes: parliaments, parliamentary committees, parliamentary officials, members of parliament, inter-parliamentary bodies in the UK and elsewhere.

Activity	Notes / Description	Trigger	Retention	Action (see cover sheet for guidance)	Citations and notes supporting retention period
<b>Corporate identity and brand management</b>	The activities involved in managing the University's corporate identity and brands.  Activities include: designing the University's corporate identity marks (logos, etc.); controlling use of corporate identity marks; compiling and ensuring use of corporate style guides.	Date superseded	-	Review / Archive	University's business requirements.  The University may wish to transfer these records to the archive once they are no longer in active use.
<b>Website development and content management</b>	The activities involved in developing and maintaining the University's website.  Activities include: designing the website; developing policy on access, content and use; producing, editing and publishing content; monitoring website use; setting access permissions.	Date created	6 years	Destroy	University's business requirements
<b>Communications management (external)</b>	The activities involved in managing the University's formal corporate communications with external stakeholders and the media.  Activities include: making and handling general enquiries, suggestions and complaints; planning and issuing one-off and regular communications to alumni; producing newsletters, briefing papers and other publications intended for an HE sector audience; contributing to publications produced by others; conducting community surveys and consultations; liaising with government/ parliamentary bodies; requesting information from government bodies; responding to questions; handling requests for information.  See also MARKETING, COMMUNICATIONS AND EVENTS MANAGEMENT - GOVERNMENT/PARLIAMENTARY INQUIRIES AND INVESTIGATIONS MANAGEMENT	Last action	6 years	Review / Destroy	University's business requirements

<b>Stakeholder relationship management</b>	The activities involved in developing and maintaining relations with stakeholder groups.  Activities include: representing the University on specific stakeholder representative bodies (e.g. HE/FE sector collaborative/representative bodies, local community organisations; establishing and managing collaborative relationships with organisations in the HE and FE sectors in the UK and elsewhere.	Date last modified	6 years	Review / Archive	Limitation Act 1980 c. 58 s 5
<b>Enquiry management</b>	The activities involved in documenting and responding to informal external and internal enquiries.	Last action	1 year	Destroy	University's business requirements
<b>Complaints management</b>	The activities involved in handling complaints. Activities include: recording complaints (if required for statistical or compliance purposes); providing initial responses to complaints; investigating complaints; providing final responses to complaints.	Last action	6 years	Destroy / Anonymise and compile for trend reporting over time	University's business requirements
<b>Compliments management</b>	The activities involved in handling compliments. Activities include: recording compliments (if required for statistical or compliance purposes); providing initial responses; feeding back compliments; providing responses to compliments.	Last action	1 year	Destroy / Anonymise and compile for trend reporting over time	University's business requirements
<b>Alumni support</b>	The activities involved in providing support to alumni, both individually and through alumni associations.  Activities include: providing financial and other support to alumni associations; brokering contact with/between individuals.	Last action	6 years	Destroy	Data Protection Act 2018 and UK General Data Protection Regulation (GDPR) (2016/679).
<b>Fundraising campaign management</b>	The activities involved in undertaking fundraising campaigns. Activities include: designing fundraising campaigns; establishing fundraising campaign management structures; developing and implementing fundraising projects; communicating with donors; reviewing the effectiveness of campaigns.	Last action	6 years	Destroy	University's business requirements
<b>Incoming donations management</b>	The activities involved in receiving donations[1] to the University, and in managing the University's formal relationships with donors.  Activities include: handling enquiries about donating; establishing mechanisms for donating; organising events for donors; communicating with donors.  [1] Incoming donations to the University includes money, estate, works of art, books, manuscripts and other items.	End of financial year	6 years	Review / Destroy	University's business requirements.
<b>Outgoing donations management</b>	The activities involved in making donations[1] to other organisations or individuals.  Activities include: identifying potential recipients for donations; liaising with potential donors; formally transferring funds/goods or initiating other arrangements.  [1] Outgoing donations include money, goods, services, staff time (e.g. for voluntary work).	End of financial year	6 years	Review / Destroy	University's business requirements.
<b>Consultations management</b>	The activities involved in (1) conducting formal consultations with/of organisations in the HE and FE sectors (2) responding to formal consultations conducted by external stakeholder bodies.  Activities include: conducting internal consultation processes in order to 1) prepare consultation documents to be issued 2) conducting internal consultation processes in order to prepare formal corporate responses to consultation documents received.	Last action	1 year	Review / Destroy	University's business requirements.
<b>Government/Parliamentary inquiries and investigations management</b>	The activities involved in participating in formal inquiries and investigations conducted by government or parliamentary bodies.  Activities include: liaising with bodies carrying out inquiries and investigations; providing evidence to assist inquiries and investigations (e.g. by making formal submissions, by providing records or by making staff available).	Last action	10 years	Review / Archive	University's business requirements
<b>Media monitoring</b>	The activities involved in monitoring media coverage of the University.  Activities include: compiling summaries of media coverage; analysing and preparing reports on media coverage.	End of academic year	6 years	Destroy / Anonymise and compile for trend reporting over time	University's business requirements
<b>Communications management (internal)</b>	The activities involved in managing the University's formal corporate communications with internal stakeholders  Activities include: planning and issuing one-off and regular communications to staff and students; producing news articles and other publications; contributing to publications produced by others; responding to questions	Date created	3 years	Destroy	University's business requirements
<b>Students' Union funding</b>	The activities involved in providing funding for the University's students' union.	End of financial year	1 year	Review/ Destroy	University's business requirements
<b>Students' Union operations monitoring</b>	The activities involved in monitoring the operations of the University's students' union.  Activities include: monitoring the conduct of the students' union's elections; monitoring the students' union's affiliations; monitoring of the students' union's financial affairs; reviewing and approving the student's union constitution; investigating complaints against the students' union.  See also CORPORATE GOVERNANCE AND RISK MANAGEMENT - STATUTORY COMMITTEE ADMINISTRATION (CENTRAL)	-	-	-	Education Act 1994 (1994 c. 30), s. 22(2) <a href="https://www.legislation.gov.uk/ukpga/1994/30/section/22">https://www.legislation.gov.uk/ukpga/1994/30/section/22</a> ;  The governing body's formal review and approval of the students union's constitution, financial reports, budgets, elections and affiliations will be recorded in the minutes of the appropriate meetings of the governing body. These records will be retained with the records of the governing body.

<b>Events management (one-off events)</b>	The activities involved in organising events <sup>[1]</sup> for specific stakeholder groups.  Activities include: determining dates and times; arranging venues, catering, security, transport etc.; planning programmes; issuing invitations; designing publicity materials (e.g. brochures, posters) and arranging production; designing event materials (e.g. delegate packs, menus) and arranging production; organising publicity (e.g. official photography, media coverage); issuing tickets; registering attendees; reviewing events; writing reports on events  <sup>[1]</sup> Events include conferences, lettings, seminars, training events, ceremonies, celebrations and commemorations, tours, exhibitions, artistic performances, sporting events, lectures, church services, official visits etc.	Completion of event	6 years	Destroy	Limitation Act 1980 c. 58 s 5
<b>Events management (recurring events)</b>	The activities involved in organising events <sup>[1]</sup> for specific stakeholder groups.  Activities include: determining dates and times; arranging venues, catering, security, transport etc.; planning programmes; issuing invitations; designing publicity materials (e.g. brochures, posters) and arranging production; designing event materials (e.g. delegate packs, menus) and arranging production; organising publicity (e.g. official photography, media coverage); issuing tickets; registering attendees; reviewing events; writing reports on events.  <sup>[1]</sup> Events include conferences, lettings, seminars, training events, ceremonies, celebrations and commemorations, tours, exhibitions, artistic performances, sporting events, lectures, church services, etc.	Date superseded	1 year	Destroy	Limitation Act 1980 c. 58 s 5
<b>Sponsorship management</b>	The activities involved in officially sponsoring organisations, individuals or events.  Activities include: identifying sponsorship opportunities; negotiating sponsorship deals.	Termination of sponsorship	6 years	Destroy	Limitation Act 1980 c. 58 s 5
<b>Marketing campaign management</b>	The activities involved in conducting marketing campaigns.  Activities include: planning marketing campaigns; developing marketing campaigns; implementing marketing campaigns; reviewing marketing campaigns.	Date last modified	6 years	Review / Destroy	University's business requirements
<b>Advertising management</b>	The activities involved in advertising the University's programmes, facilities and services.  Activities include: designing advertisements; placing advertisement; monitoring the impact of advertisements.	End of academic year	6 years	Destroy / Anonymise and compile for trend reporting over time	University's business requirements
<b>Market research</b>	The activities involved in carrying out market research.  Activities include: designing and developing market research tools; planning and conducting data collection; collecting, collating and analysing data.	Date created	3 years	Destroy / Anonymise and compile for trend reporting over time	University's business requirements
<b>Common activities</b> This additional section is not a function, but provides details of activities that are common to many business functions. These activities may be added to any of the functions above whenever they are required.					
<b>Strategy development</b>	The activities involved in developing and establishing a strategy.  Activities include: identifying requirements for new/revised strategy; undertaking research; developing strategy proposals; consulting on strategy proposals; reviewing and revising strategy proposals in the light of comments received; drafting strategy documents; consulting on strategy documents; reviewing draft strategy documents in the light of comments received; producing final strategy documents; submitting final strategy documents for formal endorsement; formally endorsing strategy documents; disseminating strategy documents; reviewing strategy.	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Policy development</b>	The activities involved in developing and establishing policies.  Activities include: identifying requirements for new/revised policy; undertaking research; developing policy proposals; consulting on policy proposals; reviewing and revising policy proposals in the light of comments received; drafting policy documents; consulting on policy documents; reviewing draft policy documents in the light of comments received; producing final policy documents; submitting final policy documents for formal approval; formally approving policy documents; disseminating policy documents; reviewing policy.	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Procedure development</b>	The activities involved in developing procedures <sup>[1]</sup> .  Activities include: identifying needs for new/revised procedure; undertaking research; analysing work processes; drafting procedure documents; consulting on procedure documents; reviewing draft procedure documents in the light of comments received; trialling procedure; refining procedure as a result of trials; submitting final procedure documents for formal approval; formally approving procedure documents; disseminating procedure documents; reviewing procedure.  <sup>[1]</sup> Procedure is used here as a generic term for a standard method of operating. Any such method may be called a 'procedure' or it may have another title more appropriate to its purpose e.g. 'work instruction'.	If this activity is required, the retention period should reflect the function the activity sits under.			

<b>Guidance development</b>	<p>The activities involved in providing proactive advice or guidance.</p> <p>Activities include: identifying needs for new/revised advice or guidance; undertaking research; drafting guidance documents; consulting on guidance documents; reviewing draft guidance documents in the light of comments received; disseminating guidance documents.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Planning</b>	<p>The activities involved in formulating plans.</p> <p>Activities include: identifying needs for plans; undertaking research and analysis; drafting plans; consulting on draft plans; finalising plans in the light of comments received; submitting plans for formal approval; formally approving plans; disseminating plans.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Performance management</b>	<p>The activities involved in measuring performance against plans. The activities involved in identifying, evaluating and developing performance so that aims and objectives are achieved. Includes: developing performance indicators and measurement mechanisms; measuring, monitoring and analysing performance (against plans); conducting formal reviews of performance and responding to the results.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Committee administration</b>	<p>The activities involved in administering the work of committees<sup>[ii]</sup>. This includes all committees at any level in the University.</p> <p>Activities include: establishing terms of reference for committees; developing and establishing rules and procedures for the conduct of committee business; appointing, electing or otherwise designating members of committees; providing induction and training for members of committees; arranging committee meetings (e.g. determining date, time and venue; arranging equipment, catering etc.); preparing agenda and papers for committee meetings; issuing agenda and papers for committee meetings; recording minutes of committee meetings; taking/co-ordinating action to be carried out as a result of committee decisions; dissolving committees which are no longer required.</p> <p>[ii] Committee is used here as a generic term for a formally-constituted body which has specific terms of reference and membership. Any such body may be called a 'committee' or it may have another title more specific to its remit e.g. 'working group', 'review group', 'panel' or 'task force'.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Meeting administration</b>	<p>The activities involved in administering meetings<sup>[iii]</sup>. This includes all meetings (except meetings of committees) at any level in the University.</p> <p>Activities include: arranging meetings (e.g. determining date, time and venue; arranging equipment, catering etc.); preparing agenda and papers for meetings; issuing agenda and papers for meetings; recording minutes of meetings; taking/co-ordinating action to be carried out as a result of decisions made at meetings.</p> <p>[iii] Meetings means regular or ad hoc meetings which may be formal or informal. Meetings includes meetings with external organisations or individuals.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Event management</b>	<p>The activities involved in organising events.</p> <p>Activities include: determining dates and times; arranging venues, catering, security, transport etc.; planning programmes; issuing invitations; designing publicity materials (e.g. brochures, posters) and arranging production; designing event materials (e.g. delegate packs, menus) and arranging production; organising publicity (e.g. official photography, media coverage); issuing tickets; registering attendees; reviewing events; writing reports on events.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Enquiry handling</b>	<p>The activities involved in handling enquiries<sup>[iv]</sup>.</p> <p>Activities include: recording enquiries (if required for statistical or compliance purposes); providing (or not providing) requested information.</p> <p>[iv] Enquiries means requests for information about the University or its activities, facilities or services. Enquirers may be employees or students, or external organisations or individuals.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Complaint handling</b>	<p>The activities involved in handling complaints. Activities include: recording complaints (if required for statistical or compliance purposes); providing initial responses to complaints; investigating complaints; providing final responses to complaints.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Training</b>	<p>The activities involved in developing and delivering training<sup>[v]</sup> programmes.</p> <p>Activities include: identifying training requirements; analysing training needs; identifying and evaluating training options. For external training, activities include: identifying and evaluating training programmes; organising attendance at training events; evaluating training programmes / events. For internal training, activities include: developing training programmes; organising and arranging training events; delivering training; evaluating training programmes / events.</p> <p>[v] Training includes: professional and vocational training; further and higher education programmes.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			

<b>Awareness Raising</b>	<p>The activities involved in raising awareness of a specific issue among the University's staff and students.</p> <p>Activities include: designing and implementing campaigns to raise staff and student awareness.</p> <p>Records documenting the design and implementation of awareness raising campaigns on e.g. environmental sustainability issues; equality, diversity and inclusion issues; etc.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Incident recording, reporting and investigation</b>	<p>The activities involved in recording and investigating incidents, and in reporting reportable incidents to the appropriate authorities.</p> <p>Records documenting the investigation of: data protection breaches; environmental incidents; health and safety incidents (e.g. accidents, dangerous occurrences and outbreaks of disease); etc.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Incident management</b>	<p>The activities involved in planning for the handling of incidents that may affect the University's operations, and in responding to the incidents which occur.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Audit</b>	<p>The activities involved in conducting audits of the University's activities and operations.</p> <p>Activities include: planning audits; conducting audits; writing and delivering audit reports; reviewing and responding to audit reports.</p> <p>Records documenting environmental audits; records management audits; data protection audits; health and safety audits; etc.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Hazard identification and risk assessment</b>	<p>The activities involved in identifying risks, conducting risk assessments to establish the likelihood and consequences of those risks and implementing appropriate measures to eliminate the risks or to mitigate their consequences.</p> <p>Records documenting the data protection risk assessments; health and safety risk assessments; environmental risks; etc.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Accreditation scheme management</b>	<p>The activities involved in obtaining and maintaining accreditation under a specific accreditation scheme.</p> <p>Activities include: applying for accreditation; liaising with accreditation bodies; facilitating inspections/audits by accrediting bodies.</p> <p>Records documenting Athena Swan accreditation; Carer Positive Employer in Scotland accreditation; Eco-management and Audit Scheme (EMAS) accreditation; etc.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Compliance management</b>	<p>The activities involved in complying with legal and regulatory requirements relating to the management of a specific function or activity.</p> <p>Activities depend on the specific legal and regulatory requirements.</p> <p>Records documenting compliance with legislative requirements relating to the management of specific types of facilities.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			
<b>Consultation</b>	<p>The activities involved in consulting the University's staff and/or students either directly or through representatives, on the management of a specific function or activity.</p> <p>Records documenting the conduct of health and safety consultations of the University's workforce.</p>	If this activity is required, the retention period should reflect the function the activity sits under.			