

Data Retention Policy

Category	Governance
Lead	Data Protection Officer
Committee / Approver	Finance, Audit and Risk Sub Committee
Action	Review and Approve
Review Date	February 2026
Review Due	February 2031
Purpose	Outline how long we hold data
Internal/External	External

Introduction

Our corporate information, records and data are important to how we conduct business and manage employees. There are legal and regulatory requirements for us to retain certain data, usually for a specified amount of time. We also retain data to help our business operate and to have information available when we need it. However, we do not need to retain all data indefinitely, and retaining data can expose us to risk as well as be a cost to our business.

This Policy explains our requirements to retain data and to dispose of data and provides guidance on appropriate data handling and disposal. Failure to comply with this Policy can expose us to fines and penalties, adverse publicity, difficulties in providing evidence when we need it and in running our business. This Policy covers all data that we hold or have control over. This includes physical data, such as hard copy documents, contracts, notebooks, letters and invoices. It also includes electronic data, such as e-mails and electronic documents. It applies to both personal data and non-personal data. In this Policy, we refer to this information and these records collectively as “data”.

This Policy also covers data that is held by third parties on our behalf, for example, cloud storage providers or offsite data storage.

Guiding Principles

Through our data retention practices, we aim to meet the following commitments:

- We comply with legal and regulatory requirements to retain data
- We comply with our data protection obligations, in particular, to keep personal data no longer than is necessary for the purposes for which it is processed
- We handle, store and dispose of data responsibly and securely
- We create and retain data where we need this to operate our business effectively, but we do not create or retain data without good business reason
- We allocate appropriate resources, roles and responsibilities to data retention
- We regularly remind employees of their data retention responsibilities
- We regularly monitor and audit compliance with this Policy and update this Policy when required

Roles and responsibilities

We aim to comply with the laws, rules, and regulations that govern our organisation and with recognised good practices. All employees must comply with this Policy. Failure to do so may subject us to serious civil and / or criminal liability.

Our Data Protection Officer (DPO) is responsible for identifying the proper period of retention for our data and for providing guidance and training to employees in relation to this Policy. Employees are, however, responsible for handling the destruction of data whose retention period has expired.

Recommended Retention Periods

Certain data is more important to us and is therefore listed in the recommended retention periods set out in the Schedule to this Policy as being required to be retained permanently. This may be because we have a legal requirement to retain it permanently (so that we can produce it in the future), or because we may need it as evidence of our transactions, or because it is important to the running of our business. The period specified for any personal data is the maximum and the period specified for any non-personal data is the minimum retention period.

Some data may be discarded or deleted once it has served its useful purpose or the period for bringing any claims against us has expired. The recommended retention periods set out in the Schedule to this Policy specify time periods for the retention of such data. Such data should not be retained beyond this period, unless a valid and strong business reason justifies its continued retention. If employees are unsure whether to retain certain data beyond the recommended retention period, they should consult the DPO.

If data is not listed in the recommended retention periods set out in the Schedule to this Policy, employees should consult the DPO for guidance.

Disposal and Destruction of Data

Hard copy data must be destroyed by shredding via the external contractor and electronic data must be deleted securely in a manner that it cannot be reconstituted after it has been deleted. Hard disk drives must be securely destroyed. No hard copy data should be destroyed by recycling.

Data must not be destroyed if the DPO confirms that its continued retention is relevant and necessary for the purposes of legal proceedings in which we are involved.

Consequences of failure to comply

We take compliance with this Policy very seriously. Failure to comply with the Policy may lead to disciplinary action for an employee under our procedures, and this action may result in dismissal for gross misconduct. Any questions or concerns about this Policy should be directed to the DPO. to serious civil and / or criminal liability.

Equal Opportunity

In developing and implementing policies covering all aspects of our work, Angus Housing Association will ensure that our strong principles and commitment to equality of opportunity are evident. In line with the Housing (Scotland) Act 2001 the Association operates in a manner which encourages equal opportunities and observes the equal opportunity requirements described in Section 106 of the Act. The Association also takes account of all applicable legislation, including the Equality Act 2010 and relevant Codes of Practice issued by the Equality and Human Rights Commission. Our Policy recognises the protected characteristics as defined by the Equalities Act as outlined in our Equality Diversity and Inclusion Policy.

Governance and Management

Type	Period
Certificate of registration as a registered social landlord from SHR Confirmation of registration as a Scottish charity from OSCR Confirmation of charitable status from HMRC Certificate of registration as a registered society with the FCA Certificate of registration as a care provider with the Care Inspectorate Rules and Standing Orders	Permanent
Applications for Membership	5 years from end of membership
Full Membership Register Abbreviated Membership Register Register of Share Certificates Register of Tenant Organisations	Permanent
Board Member Declarations of Interest Board Member documents, including appointment letters and bank details	6 years from end of membership
Board (including AGM/SGM) minutes and resolutions (including special resolutions)	6 years from date of issue
Board (including AGM/SGM) papers (including notices of Board, AGM and SGM meetings)	6 years from date of issue
Register of Board members	Permanent
Register of payments and benefits Register of gifts and hospitality	10 years from date of register entry
Annual Return on the Scottish Social Housing Charter including supporting information	5 years from date of submission
Annual Return to the FCA	Permanent
Business plans and supporting documentation Business Continuity Plans	5 years from date of completion
Risk registers	Permanent

Housing Management and Financial Inclusion / Income Maximisation

Type	Period
<p>Housing application form (including equalities and medical information)</p> <p>Tenancy offer letters</p> <p>Tenant visit records</p> <p>Tenancy agreement</p> <p>Emergency contact information / next of kin</p> <p>Correspondence to and from tenants</p> <p>Tenants' contact details</p> <p>Tenants' identity documentation</p> <p>Pet permissions</p> <p>Alterations permissions</p> <p>Changes to tenancy, including assignments, changes to joint tenancy, mutual exchange requests, sublets and succession forms and letters</p> <p>Powers of attorney / mandates of authority</p> <p>Guardianship documentation</p> <p>Tenancy reference requests (received and provided)</p> <p>Housing Benefit related documentation, including applications, claims (including reinstatement claims), consent mandates and correspondence to and from local authority Housing Benefit department</p> <p>Universal Credit related documentation</p> <p>Referrals for money and benefits advice</p> <p>Correspondence to and from DWP</p> <p>Correspondence to and from local authority Social Work department</p> <p>Correspondence to and from support agencies</p> <p>Occupational therapists' reports</p> <p>Anti-social behaviour incidents, including Police reports, complaints, witness statements and noise recordings</p> <p>End of tenancy form</p> <p>Eviction case files</p> <p>Void process documentation</p> <p>Communications with local authority regarding allocations</p> <p>Diary notes on document management system</p> <p>Court letters, documents and notices of proceedings, court reports, correspondence with solicitors and correspondence to and from Shelter</p>	<p>6 years from date of end of tenancy (including moves)</p>
Abandonment files	<p>6 years from date of end of tenancy</p>
Unsuccessful housing applications	<p>6 years after notification of outcome</p>
Tenant general (non-repair) satisfaction surveys and consultations	<p>6 years from date of completion</p>
Advice regarding benefits, debts, arrears reduction and income maximisation, including details of referrals to, and contact with, other agencies	<p>6 years from date of end of tenancy</p>

Maintenance and Works

Type	Period
Gas Records	2 years from date of inspection
Decanting Records Inspection / complaint file notes	6 years from date of end of tenancy
Affordable Housing Supply Programme Funding documentation for adaptations Correspondence with tenant re: works and adaptations	6 years from date of completion of works
Works Orders	6 years
Stock Condition Surveys	6 years from date of survey
Electrical Records	6 years from date of inspection
Insurance Claims	Depends on the requirements of the insurer, but, minimum of 6 years from date of claim
Tenant Repair Satisfaction Surveys and Consultations	6 years from date of completion
Factoring	
Type	Period
Factoring Agreement Communal Work Requests	6 years from date of termination of factoring agreement

Finance, Pensions and Insurance

Type	Period
Accounting records (including cheque counterfoils, bank statements and reconciliations and charitable donations made) Auditing records Balance sheets and supporting documents VAT records and correspondence Invoices Credit and debit notes Cash records, including petty cash Creditor and debtor accounts Orders and delivery notes Budgets and internal financial reports	7 years from date of end of relevant financial year
Signed versions of accounts Grant funding (HAG etc.)	Permanent
Tax Returns	10 years from the end of the relevant financial year
Tenant financial information (including bank details)	7 years from date of final payment
Rent payments, rent statements and rent refunds Arrears correspondence Debt recovery, earnings and bank arrestments Bankruptcy information	6 years from date of end of tenancy
Employee salary records, records of overtime, bonuses and benefits in kind Pay As You Earn (PAYE) records, including wage sheets, deductions, working sheets, calculations of the PAYE income of employees and relevant payments to them, the deduction of tax from, or accounting for tax in respect of, such payments Copies of notices to employees (e.g. P45, P60) HMRC correspondence in relation to tax codes, pay and tax details Travel and subsistence payments (including expense claims and payments), season ticket advances and loans to employees Employee income tax records Records of income on which National Insurance contributions are payable Records of employer's and employee's National Insurance contributions Correspondence with HMRC National minimum wage requirements records, including hours worked Statutory sick, maternity, paternity and shared parental pay records, calculations, certificates or other evidence Leave records	7 years from date of termination of employment

Finance, Pensions and Insurance

Type	Period
Pension actuarial valuation reports Returns of pension fund contributions Annual reconciliations of pension fund contributions	Permanent
Documentation relating to retirement benefits	Permanent
Current and former insurance policies and certificates	Permanent
Annual insurance schedules	6 years from end of period of insurance

Information Requests and Complaints

Type	Period
GDPR subject access request register Third party disclosure register Environmental information request register	6 years from date of register entry
GDPR subject access request case files, personal data provided, including legal advice and internal communications regarding request Environmental information request case file, including record of correspondence with applicant and information provided	3 years from date of response / last contact
Complaints to the Information Commissioner (GDPR) and the Scottish Information Commissioner (environmental information) Complaints (including stage 2 complaints, correspondence with the SPSO and complaints performance reports) Data security incident and breach investigation documentation	6 years from date of last action / report production / end of investigation
GDPR general compliance records	3 years
Data security incident and breach register	Permanent

Health and Safety

Type	Period
Health and safety assessments Health and safety policy statements Records of consultations with safety representatives	Permanent
Health and safety statutory notices	6 years after compliance
Reports of reportable injuries, diseases or dangerous occurrences, including reportable incidents, reportable diagnoses and injury arising out of accident at work (and associated investigations and the accident book)	5 years from date of entry
Reports of reportable injuries, diseases or dangerous occurrences, including reportable incidents, reportable diagnoses and injury arising out of accidents involving children (and associated investigations and the accident book)	Depends on the requirements of the insurer (but minimum of 25 years)
Record of employees exposed to asbestos dust, including health records of each employee Medical records and details of biological tests under the Control of Lead at Work Regulations Medical records specified by the Control of Substances Hazardous to Health Regulations (COSHH)	40 years from the date of the last entry made in the record
Records of monitoring of exposures to hazardous substances (where exposure monitoring is required under COSHH)	Where the record includes the personal exposures of identifiable employees, 20 years from the date of the last entry in the record Otherwise, 5 years from the date of the last entry made in the record
Records of tests and examinations of control systems and protective equipment under COSHH	5 years from the date on which the record was made

Recruitment and Human Resources

Type	Period
Rejected job applicant records, including application letters or forms (including equal opportunities monitoring forms), CVs (including copies of qualifications), references and other pre-employment checks, interview notes, assessment and psychometric test results and correspondence concerning application	6 months from date of notification of rejection
Application records of successful candidates, including application letters or forms (including equal opportunities monitoring forms), CVs (including copies of qualifications), references and other pre-employment checks, interview notes, assessment and psychometric test results and correspondence concerning employment	7 years from date of termination of employment
Criminal records requirement assessments for a particular post, consisting of criminal records information forms and the recorded outcomes of Disclosure Scotland checks	<p>12 months after the assessment was last used</p> <p>All other information, as soon as practicable after the check has been completed and the outcome recorded, unless the DPO assesses – in exceptional circumstances – that retention is relevant to the ongoing employment relationship, in which case, maximum retention period of 6 months after the check has been completed</p>
Copies of identification documents	2 years from date of termination of employment
Identification documents of foreign nationals (including right to work)	2.5 years from date of termination of employment

Recruitment and Human Resources

Type	Period
Employment contracts, including personnel and training records, written particulars of employment and changes to terms and conditions of employment Employee performance and conduct records, probationary period reviews, review meeting and assessment interviews, appraisals and evaluations and promotions and demotions Death benefit nomination and revocation forms Resignation, termination and retirement records Grievances Collective workforce agreements Records concerning temporary employees	7 years from date of termination of employment
Disciplinary investigations, including warnings	6 months after conclusion of investigation or expiry of warning
Records relating to and / or showing compliance with Working Time Regulations, including registration of work and rest periods and working time opt-out forms	3 years from the date on which the record was made
Trade union agreements	10 years after ceasing to be effective
Occupational health records	40 years after completion of assessment
Redundancy records	7 years from date of redundancy

Contracts and Procurement

Type	Period
Transfer Agreement	30 years after the date of stock transfer
Contracts executed under seal	20 years after the end of the contract
Contracts for the supply of goods or services, including professional services Documentation relating to small one-off purchases of goods and services where there is no continuing maintenance or similar requirement Licensing agreements Rental and hire purchase agreements Indemnities and guarantees	6 years after the end of the contract
Loan agreements Right to buy sale documents	Permanent
Forms of tender	6 years after notification of award decision
Document relating to unsuccessful tenderers	6 years after contract award
Documents relating to successful tenderers	6 years after the end of the contract

Property Records

Type	Period
Leases and titles to property	20 years after the end of the lease / ownership cease
Development documentation	Permanent
Wayleaves, licences and servitudes	20 years after the rights that were granted or received cease to exist
Planning and building control permissions Title searches undertaken prior to purchase of property	20 years after ownership ceases
Property maintenance records	Permanent
Vehicles	
Type	Period
Ownership and registration documentation Maintenance records, including MOT tests and servicing Mileage records	2 years after the date of disposal of vehicle

PR, Communications and Website

Type	Period
Newsletter distribution lists (post)	Until the recipient opts out of receiving the newsletter
Social Media Posts	Depends on the internal business requirements
Website contact forms / requests / enquiries / complaints	Delete as soon as the form / request / enquiry / complaint has been transferred to the document management system, although the original may be retained for audit trail purposes
Photographs (including consent forms, where available)	Until the subject of the photograph objects to their photograph being used

Office and Administration

Type	Period
Visitor book entries	6 months from date of visit
Key In/Out Logs	12 months from date of issue



FSA - 1665R(S)

Scottish Housing Regulator - HAL 65

Scottish Charity - SC020981

Property Factor ID - PF000129