

## **Privacy Notice for Applicants**

This Privacy Notice explains the reasons why the School collects and processes personal information from job applicants.

**Data controller:** St Alfege with St Peter C of E Primary School, 3-11 Creek Rd, London SE10 9RB.

**Person responsible for data processing compliance:** Sarah Kotb.

As part of any recruitment process, The School collects and processes personal data relating to job applicants. The School is committed to being transparent about how it collects and uses that data and in meeting its data protection obligations. The data will be used to decide whether to employ you, to check you have right to work in the UK, and to determine what salary and other terms to offer.

### **What information does the School collect?**

The School collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, including benefit entitlements;
- whether or not you have a disability for which the School needs to make reasonable adjustments during the recruitment process;
- information about your entitlement to work in the UK; and
- equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health and religion or belief.

The School may collect this information in a variety of ways. For example, data might be contained in application forms, CVs, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment.

The School may also collect personal data about you from third parties, such as references supplied by former employers, information from employment background checks and information from criminal records checks. The School will seek information from third parties only once a job offer to you has been made and will inform you that it is doing so.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email). See Management and Retention Policy for further details.

### **Why does the School process personal data?**

The School needs to process data to take steps at your request prior to entering into a contract with you. It also needs to process your data to enter into a contract with you.

In some cases, the School needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

The School has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the School to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The School may also need to process data from job applicants to respond to and defend against legal claims.

The School will process health information about whether or not applicants are disabled to ascertain if it needs to make reasonable adjustments to the recruitment process. This is to carry out its obligations and exercise specific rights in relation to employment.

Where the School processes other special categories of data, such as information about ethnic origin, sexual orientation, religion or belief, this is for equal opportunities monitoring purposes.

For some roles, the School is obliged to seek information about criminal convictions and offences. Where the School seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

### **Who has access to data?**

Your information will be shared internally for the purposes of the recruitment exercise. This includes the recruitment panel.

The School will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. The School will then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks and the Disclosure and Barring Service to obtain necessary criminal records checks.

The School will not transfer your data outside the European Economic Area.

### **How does the School protect data?**

The School takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

### **For how long does the School keep data?**

If your application for employment is unsuccessful, the School will hold your data on file for more than six months after the end of the relevant recruitment process for consideration for future employment opportunities. At the end of that period, or once you withdraw your consent, your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment, plus six years following the end of your employment. This includes your criminal records declaration, fitness to work, records of any security checks and references.

### **Your rights**

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require the School to change incorrect or incomplete data;
- require the School to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing; and
- object to the processing of your data where the School is relying on its legitimate interests as the legal ground for processing.

If you would like to exercise any of these rights, please contact the School's Data Protection Officer Sarah Kotb at [skotb@koinoniafederation.com](mailto:skotb@koinoniafederation.com).