



## **PRIVACY NOTICE – JOB APPLICANTS**

Data controller: Human Resources department

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 to meeting its data protection obligations.

### **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

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

The School will also collect personal data about you from third parties, such as references supplied by former employers, checks via the Department of Education Teaching Employers Services, Online Checks (in line with Keeping Children Safe in Education) where appropriate, information from employment background check providers 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).

### **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.

Where the School relies on legitimate interests as a reason for processing data, it has considered whether or not those interests are overridden by the rights and freedoms of employees or workers and has concluded that they are not.

The School processes health information if it needs to make reasonable adjustments to the recruitment process for candidates who have a disability. 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, health or 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. This also ensures that we comply with a regulatory requirement to establish whether an individual has committed an unlawful act or been involved in dishonesty or other improper conduct.

The School will not use your data for any purpose other than the recruitment exercise for which you have applied.

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

Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the HR team, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to the data is necessary for the performance of their roles.

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 of the UK as part of the typical recruitment process.

There may be occasions where a Police Check/Certificate of Good Conduct is required for employment at which point, after a conditional offer is made, the appropriate steps to obtain this will be followed by the Gov UK requirements. Data then may be shared with third parties outside of the UK however this will include the job applicant being involved in such steps and being informed at all points.

### **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 six months after the end of the relevant recruitment process. At the end of that period 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. The periods for which your data will be held will be provided to you in a new privacy notice (Employee Privacy Notice).

## **Your rights**

As a data subject, you have a number of rights. You can: 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;
- Object to the processing of your data where the School is relying on its legitimate interests as the legal ground for processing; and
- Ask the School to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override the School's legitimate grounds for processing data.

If you would like to exercise any of these rights, please contact Human Resources, [hr@msmcollege.com](mailto:hr@msmcollege.com). You can make a subject access request by completing the School's form for making a subject access request.

If you believe that the School has not complied with your data protection rights, you can complain to the Information Commissioner.

## **What if you do not provide personal data?**

You are under no statutory or contractual obligation to provide data to the School during the recruitment process. However, if you do not provide the information, the School may not be able to process your application properly or at all. All offers of employment made following a recruitment process are subject to various checks which will be detailed in the offer of employment, and, typically include DBS checks and referencing as standard.

## **Automated decision-making**

Recruitment processes are not based solely on automated decision-making.