

This privacy notice, in accordance with the General Data Protection regulation (GDPR) May 2018 informs job applicants about how our school will use their personal data.

As part of any recruitment process our school collects and processes personal data relating to job applicants. Newton Tony CE VC Primary school is committed to being transparent about how we collect and use that data and to meeting our school's data protection obligations.

Our school's nominated person for data protection can be contacted at JLawes@newtontony.wilts.sch.uk

What information does our school collect?

Our 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 you have a disability for which our school needs to make reasonable adjustments during the recruitment process.
- information about your entitlement to work in the UK for the purpose of immigration requirements.

Our school can collect this information in a variety of ways e.g. from application forms, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment, including online tests.

Our school may also collect personal data about you from third parties, such as references supplied by former employers, information from employment background check providers and information from criminal records checks.

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 our school process personal data?

Newton Tony CE VC Primary School needs to process data to take steps, at your request, prior to entering into a contract with you. We may also need to process your data to enter into a contract with you.

In some cases, our school needs to process data to ensure that we are complying with our legal obligations e.g. we are required to check a successful applicant's eligibility to work in the UK before employment starts.

Processing personal data from job applicants and keeping records of the process allows our school to deliver a service, manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. Our school may also need to process data from job applicants to respond to and defend against legal claims.

Newton Tony CE VC Primary School may process special categories of data, such as information about ethnic origin, sexual orientation or religion or belief, to monitor recruitment statistics for equality monitoring purposes. We also collect information about whether applicants are disabled to make reasonable adjustments for candidates who have a disability. Our school processes such information to carry out our obligations and exercise specific rights in relation to employment.

Our school is obliged to seek information about criminal convictions and offences because it is necessary for us to carry out our obligations and exercise specific rights in relation to employment and to undertake our safeguarding role for the protection of children.

If your application is successful, our school will retain the information provided on this form on your file. If your application is unsuccessful, all documentation relating to your application will normally be confidentially destroyed after six months.

Who has access to data?

Your information may be shared internally for the purposes of the recruitment exercise. This includes HR and interviewers involved in the recruitment process.

Newton Tony CE VC Primary School will share your data with former employers and referees to obtain references prior to interview or before an offer of employment is made. Our school will not share your data with other third parties unless your application for employment is successful and we make you an offer of employment. If successful, our school will then share your data with employment background check providers to obtain necessary background checks for example the Disclosure and Barring Service to obtain necessary criminal records checks.

For applicants who require permission to work in the United Kingdom our school may need to share personal data with legal advisers and the Home Office to make sure we comply with immigration requirements.

We may supply a reference to a prospective employer in response to an official reference request.

How does our school protect data?

Newton Tony CE VC Primary School takes the security of your data seriously. We have 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 our school keep data?

If your application for employment is unsuccessful, Newton Tony CE VC Primary School will hold your data on file for 6 months after the end of the relevant recruitment process so we can respond to any queries and for statistical purposes in order to produce the annual equalities data report.

Should our school conduct a resident labour market test for the sponsorship of a non-UK/EU applicant because there are no suitably qualified candidates from the UK/EU, personal data for unsuccessful applicants may need to be retained for up to seven years for Home Office compliance audit purposes.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained for the duration of your employment. The details on your personal file will be held in accordance with our school retention policy.

Your rights

As a data subject you have a number of rights.

Your rights are set out in Articles 13 to 22 of the General Data Protection Regulation 2016 and include:

- the right to access your personal information, to request rectification or erasure of certain personal information and to object to processing in certain circumstances.
- the right to withdraw any consent you may have given to process your personal information.
- the right to complain to the Information Commissioner if you feel we are processing your personal information unlawfully.
- the right to restrict processing activity in certain circumstances.
- the right to object to certain types of processing activity.

If you would like to exercise any of these rights, please contact our nominated person, Mr James Lawes for data protection, JLawes@newtontony.wilts.sch.uk

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to our school during the recruitment process. However, if you do not provide the information our school may not be able to process your application properly or at all.

Automated decision-making

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