

Privacy notice for job applicants

Under data protection law, individuals have a right to be informed about how the school uses any personal data we hold about them. We comply with this right by providing 'privacy notices' (sometimes called 'fair processing notices') to individuals where we are processing their personal data.

This privacy notice explains how we collect, store and use personal data about individuals applying for jobs at our school/trust.

We, Together Learning Trust, are the 'data controller' for the purposes of data protection law.

Our Data Protection Officer (DPO) is Mrs Janine Webb. Our DPO is supported by a nominated Senior Leader for Data Protection within each school. See "Contact us" section below.

Successful candidates should refer to our privacy notice for the school workforce for information about how their personal data is collected, stored and used. This can be accessed online via the trust website or a hard copy is available from the trust central team (see 'Contact Us' below).

The personal data we hold

We process data relating to those applying to work at our school. Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:

- Name, date of birth, Contact details
- Next of Kin/emergency contact details
- Copies of right to work documentation
- References
- Evidence of qualifications
- Employment records, including work history, job titles, training records and professional memberships

We may also collect, store and use information about you that falls into "special categories" of more sensitive personal data. This includes information about (where applicable):

- Race, ethnicity, religious beliefs, sexual orientation and political opinions
- Disability and access requirements

Why we use this data

The purpose of processing this data is to aid the recruitment process by:

- Enabling us to establish relevant experience and qualifications
- Facilitating safe recruitment, as part of our safeguarding obligations towards students
- Enabling equalities monitoring
- Ensuring that appropriate access arrangements can be provided for candidates that require them

Our lawful basis for using this data

We only collect and use personal information about you when the law allows us to. Most commonly, we use it where we need to:

- Comply with a legal obligation
- Carry out a task in the public interest

Less commonly, we may also use personal information about you where:

- You have given us consent to use it in a certain way

- We need to protect your vital interests (or someone else's interests)

Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent, and explain how you go about withdrawing consent if you wish to do so. Some of the reasons listed above for collecting and using personal information about you overlap, and there may be several grounds which justify the school's use of your data.

Where we process special category data we will identify both a lawful basis and a separate condition for processing under UK GDPR Article 9.

Collecting this information

While the majority of the information we collect from you is mandatory, there is some information that you can choose whether or not to provide to us. Whenever we seek to collect information from you, we make it clear whether you must provide this information (and if so, what the possible consequences are of not complying), or whether you have a choice.

How we store this data

Personal data we collect as part of the job application process is stored in line with our Records Management Policy / Records Retention Schedule. When it is no longer required, we will delete your information in accordance with our Records Management Policy / Records Retention Schedule. This is available online from the trust website or from the trust central team in hard copy (see 'Contact Us' below)

Data sharing

We do not share information about you with any third party without your consent unless the law and our policies allow us to do so. Where it is legally required, or necessary (and it complies with data protection law), we may share personal information about visitors with:

- Our local authority – to meet our legal duties to share certain information with it, such as safeguarding concerns
- Suppliers and service providers – to enable them to provide the service we have contracted them for, such as HR and recruitment support
- Professional advisers and consultants – to comply with entitlements and assist with claims
- Employment and recruitment agencies – as necessary in the performance of contracts with them
- Department for Education
- Our governing body

Transferring data internationally

Where we transfer personal data to a country or territory outside the European Economic Area, we will do so in accordance with data protection law.

Your rights

How to access the personal information we hold about you

Individuals have a right to make a 'subject access request' to gain access to personal information that the trust holds about them. If you make a subject access request, and if we do hold information about you, we will:

- Give you a description of it
- Tell you why we are holding and processing it, and how long we will keep it for
- Explain where we got it from, if not from you
- Tell you who it has been, or will be, shared with
- Let you know whether any automated decision-making is being applied to the data, and any consequences of this
- Give you a copy of the information in an intelligible form

You may also have a right for your personal information to be transmitted electronically to another organisation in certain circumstances.

If you would like to make a request, please contact the individual school / trust central team in the first instance.

Your other rights regarding your data

Under data protection law, individuals have certain rights regarding how their personal data is used and kept safe. You have the right to:

- Object to the use of your personal data if it would cause, or is causing, damage or distress
- Prevent your data being used to send direct marketing
- Object to the use of your personal data for decisions being taken by automated means (by a computer or machine, rather than a person)
- In certain circumstances, have inaccurate personal data corrected, deleted or destroyed, or restrict processing
- Claim compensation for damages caused by a breach of the data protection regulations

To exercise any of these rights, please contact the individual school / trust central team in the first instance.

Complaints

We take any complaints about our collection and use of personal information very seriously. If you think that our collection or use of personal information is unfair, misleading or inappropriate, or have any other concern about our data processing, please raise this with us in the first instance.

To make a complaint, please contact the designated school / trust contact in the first instance.

Alternatively, you can make a complaint to the Information Commissioner's Office:

- Report a concern online at <https://ico.org.uk/concerns/>
- Call 0303 123 1113
- Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Contact us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact the senior leader responsible for Data Protection in the relevant school. Alternatively, you can also contact the Central Trust Team for further information:

Bolton Brow Primary Academy: 01422 831031

Paul Kelesidis – Headteacher

Honley High School: 01484 506484

Amanda Haigh – School Business Manager

Meltham Moor Primary School: 01484 859032

Liz Woodfield - Headteacher

Netherton Infant and Nursery School: 01484 661832

Emma Barker - Headteacher

Ryburn Valley High School: 01422 832070

Mark Thorley – Business and Compliance Manager

Brooksbank School: 01422 374391

Nicola Davies – Business and Compliance Manager

Together Learning Trust Central Team, Data Protection Officer: 01422 483355

Janine Webb - Director of Business, Operations and Compliance