

GDPR Privacy Notice for Job Applicants

Introduction

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.

We, Wood Green academy, Wood Green Road, Wednesbury WS10 9QU, are the 'data controller' for the purposes of data protection law.

Our Data Protection Officer is (see 'Contact us' below).

Successful candidates should refer to our privacy notice for the school staff for information about how their personal data is collected, stored and used.

The school's privacy notices are available on the school website.

The Personal Data Processed and Retained by the Academy

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:

- ☐ Contact details
- ☐ Date of birth, marital status and gender
- ☐ Next of kin and emergency contact numbers
- ☐ Copies of right to work documentation
- ☐ References
- ☐ Evidence of qualifications
- ☐ Employment records, including work history, job titles, training records and professional memberships
- ☐ DBS records
- ☐ CCTV images
- ☐ Photographs
- ☐ Medical history

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 and sexual orientation
- ☐ Disability and access requirements

Reasons for our Processing and Recording Data

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

- ☐ Ensuring that applicants have the right to work in the UK and at the Academy
- ☐ Enabling us to establish relevant experience and qualifications
- ☐ Facilitating safe recruitment, as part of our safeguarding obligations towards pupils
- ☐ Enabling equalities monitoring
- ☐ Ensuring that appropriate access arrangements can be provided for candidates that require them

Our Lawful Basis for Processing and Recording 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.

Collecting Data

While the majority of the data and information we collect from you is mandatory, there is some 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.

Data Storage

Personal data we collect as part of the job application process is stored in line with our data protection policy.

When it is no longer required, we will delete your information in accordance with our record retention schedule.

This information has been supplied by the Information Management Toolkit for Schools Version 5 – 1 February 2016 (see page 42).

[2016 IRMS Toolkit for Schools v5 Master.pdf \(1.5 MB\)](#)

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 you with:

- ☐ Our local authority – to meet our legal obligations to share certain information with it, such as shortlists of candidates for a Head teacher position
- ☐ 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 help us select the most suitable candidate
- ☐ Employment and recruitment agencies – to help us select the most suitable candidate

Transferring Data Internationally

It is very unlikely but if 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 Retain

Individuals have a right to make a subject access request to gain access to personal information that the school 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 our Data Protection Officer.

Other Data Rights

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 our Data Protection Officer.

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 our Data Protection Officer.

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 5A

Contact us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our Data Protection Officer:

Staffordshire County Council
Fourth Floor
Staffordshire Place 1
Stafford
Staffordshire, ST16 2DH
Email: DPO@staffordshire.gov.uk