



## Job Applicant Privacy Notice Compliancy

**Data controller:** Wells Cathedral School, The Liberty, Wells, Somerset, BA5 2ST

**Data protection officer:** Peter Knell, Bursar & Clerk to the Governors, Wells Cathedral School, The Liberty, Wells, Somerset, BA5 2ST

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;
- whether or not you have a disability for which the organisation needs to make reasonable adjustments during the recruitment process
- receipt of at least two satisfactory references
- verification of identity and qualifications including, where appropriate, evidence of the right to work in the UK;
- a satisfactory enhanced Disclosure and Barring Service (DBS) with list check;
- a check that you are not subject to a prohibition order issued by the Secretary of State and/or any European Economic Area;
- confirmation from you that you are not disqualified from providing childcare under the Childcare (Disqualification) Regulations 2009 or receipt of a signed Staff Suitability Declaration form showing that you are not disqualified from providing childcare under the Childcare (Disqualification) regulations 2009;
- evidence that you have not been prohibited from participating in the management of independent schools;
- The post for which you have applied is exempt from Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 which requires you to reveal any information concerning 'spent' or other convictions.
- evidence of satisfactory medical fitness

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

The school will 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 the school process personal data?**

The organisation 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.

For all 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.

If your application is unsuccessful, the school will keep your personal data on file in case there are future employment opportunities for which you may be suited. The school will ask for your consent before it keeps your data for this purpose and you are free to withdraw your consent at any time.

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

Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment 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.

References will be sought on all shortlisted candidates, including internal ones, and where possible will be obtained before interview so that any issues of concern raised can be explored further with the referee, and taken up with the candidate at interview.

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 employment background check providers to obtain necessary background checks and the Disclosure and Barring Service to obtain necessary criminal records checks. Thereafter we will treat your data in accordance with our Privacy Notice.

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 adhering to school policies

### **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 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]. The periods for which your data will be held will be provided to you in a new privacy notice.

### **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;
- 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 Peter Knell, Bursar & Clerk to the Governors, [p.knell@wells-cathedral-school.com](mailto:p.knell@wells-cathedral-school.com)

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.

You are under no obligation to provide information for equal opportunities monitoring purposes and there are no consequences for your application if you choose not to provide such information.

**Developed: May 2018**

**HR Bursar**

**Review Date: May 2020**