



## GDPR privacy notice: Applicants to a new role

### Prospective employees

#### Who processes your information?

As part of the Trust's recruitment process, certain information needs to be collected so your application can be considered. The following privacy notice informs you how the Trust intends to collect, use, process and store your data. For the avoidance of doubt, where the word Trust is used, this also refers to individual Academies.

The Trust is the data processor, and are responsible for any personal data that is provided to the Academy. This means that they determine the purposes for, and the manner in which, any personal data relating to any prospective staff member is to be processed.

The Director of Operations for the Trust is the Data Protection Officer (DPO). Their role is to oversee and monitor the Trust's data processing practices. This individual can be contacted at [DPO@redhillacademytrust.org.uk](mailto:DPO@redhillacademytrust.org.uk) if you have any queries pertaining to how the Trust processes data.

The Academy Operations Manager, acts as the Data Controller, for their Academy, on behalf of the Trust and can be contacted via the main Academy telephone number.

Where necessary, third parties may be responsible for processing personal information. Where this is required, the Trust places data protection requirements on third party processors in line with their own data protection requirements, to ensure data is processed in line with prospective staff members' privacy rights.

#### Why do we need your information?

The Redhill Academy Trust has the legal right and a legitimate interest to collect and process personal data relating to its prospective employees to ensure the Trust's safeguarding and safer recruitment protocols are upheld. We process personal data to meet the requirements set out in UK employment and childcare law, including those in relation to the following:

- Academy Funding Agreement
- Academy's legal framework
- Safeguarding Vulnerable Groups Act 2006
- The Childcare (Disqualification) Regulations 2009
- Keeping Children Safe in Education (2021 or latest version)
- Working Together to Safeguard Children (2020 or latest version)

Individuals who are recruited will have their personal data processed to assist in the running of the Academy, and to enable individuals to be paid.

If prospective members of staff fail to provide their personal data, there may be significant consequences. These include the following:

### **Employment checks:**

- Failure to provide the Trust with ample proof of a right to work in the UK will prevent employment at the Redhill Academy Trust.
- Failure to complete a DBS application, will prevent employment at the Redhill Academy Trust
- Employees found to be working illegally could face prosecution by law enforcement officers.
- Candidates unwilling to provide two suitable referees maybe prevented from employment at the Redhill Academy Trust
- Candidates applying for teaching posts, who are unable to provide a valid teacher number, or proof of QTS may be prevented from employment at the Redhill Academy Trust
- Candidates unwilling to complete a medical questionnaire, could be, unwittingly, unsupported in the delivery of their duties
- Candidates unwilling to disclose full employment history and time spent abroad in the last 10 years, may be prevented from employment at the Redhill Academy Trust.
- Candidates who are found to have not disclosed requested criminal convictions, may be prevented from employment at the Redhill Academy Trust.

### **Salary requirements:**

- Failure to provide accurate tax codes and/or national insurance numbers could lead to issues of delayed payments or an employee paying too much tax.
- Failure to provide banking details may prevent timely payment of salary to employees

### **For which purposes are your personal data processed?**

In accordance with the above, personal data pertaining to prospective members of staff is used for the following reasons:

- Contractual requirements
- Employment checks, e.g., right to work in the UK
- Salary requirements
- Reasonable Adjustment in working conditions
- Supporting a person's employment, (i.e., reasonable adjustments, CPD)

### **Which data is collected?**

The personal data the Trust will collect from the prospective members of staff includes the following:

- Name
- Phone number
- Address
- Work history for example, previous employers and positions
- Compensation for example, basic salary or benefits
- Education and work history including professional qualifications and skills

- References, including regulated references where necessary
- Nationality, visa, proof of right to work permit information including passport, driving licence, National Insurance numbers
- Photographs and images from recorded assessments
- Results of Pre-employment screening checks for example, credit history, criminal records checks where permitted under local law)
- Characteristics such as ethnic group
- Remuneration details
- Qualifications
- Absence information

The collection of personal information will benefit both the DfE and LA by:

- Improving the management of workforce data across the sector.
- Enabling the development of a comprehensive picture of the workforce and how it is deployed.
- Informing the development of recruitment and retention policies.
- Allowing better financial modelling and planning.
- Enabling ethnicity and disability monitoring.
- Supporting the work of the Trust teachers' review body.

### **Will your personal data be sought from third parties?**

Personal data is only sought from the data subject. No third parties will be contacted to obtain personal data pertaining to prospective members of staff without the data subject's consent.

Prospective staff members' personal data may be obtained and processed from third parties where the law requires the Trust to do so, e.g., medical records from a GP. The categories of data obtained and processed from third parties include:

- Medical Records
- References
- DBS – Criminal Records

Where data is obtained from third parties, the personal data originates from the following sources:

- Local GP
- Disclosure and Barring Service
- Previous Employers
- National College of Teaching

### **How is your information shared?**

The Redhill Academy Trust will not share your personal information with any third parties without your consent, unless the law allows us to do so.

We are required, by law, to pass on some personal information to our LA and the DfE. This information is used so that relevant pre-employment checks can be made. This information

can be found on certain documentation for example your passport. Documents required to perform pre-employment checks are:

- Your passport
- Your birth certificate
- Your most recent bank statement
- A biometric residency permit

### **How long is your data retained for?**

Personal data is retained in line with the Redhill Academy Trust's Data Retention Policy.

Personal information may be retained for varying periods of time depending on the nature of the information. Data will only be retained for as long as is necessary to fulfil the purposes for which it was processed, and will not be retained indefinitely if there is no such reason for it to be.

Once your data has served its purpose it will be disposed of in line with the procedure outlined in the Trust's Data Retention Policy.

If you require further information regarding retention of data, and the periods for which your personal data is held for, please download our Data Retention Policy from the Trust website.

### **What are your rights?**

As the data subject, you have specific rights to the processing of your data.

You have a legal right to:

- Request access to the personal data that the Redhill Academy Trust holds.
- Request that your personal data is amended.
- Request that your personal data is erased.
- Request that the processing of your data is restricted.
- Request to obtain and reuse your personal data for your own purposes across different services.
- Object to your consent being obtained.
- Request that your personal data is collected using automated processing.

Where the processing of your data is based on your explicit consent, you have the right to withdraw this consent at any time. This will not affect any personal data that has been processed prior to withdrawing consent. You can withdraw consent by contacting the Operations Manager in the Academy.

You also have the right to lodge a complaint with the ICO in relation to how the Redhill Academy Trust processes your personal data. If you wish to make a complaint to the ICO, you can do so on the ICO's website or call their helpline on 0303 123 1113.

### **How can you find out more information?**

If you require further information about how we store and use your personal data, please visit our website, [www.redhillacademytrust.org.uk](http://www.redhillacademytrust.org.uk), the Gov.UK website, or download our GDPR Data Protection Policy and Records Management Policy.