**Privacy Notice - Applicants**

**Please be advised that not all of this data is shared with everyone listed. We only share data required for that particular function and only the minimum required.**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| What is the service being provided? | Recruitment of School Staff - Applicants | | | | | | | | | | | | |
| What personal data do we need from you? | **\*Add any other information held on applicants**   |  |  |  |  | | --- | --- | --- | --- | | Name | Address | Date of Birth | Contact details, including email and phone number | | National Insurance Number | Employment History, including reason for leaving | Current level of Pay and any Allowances | Pre-employment check information, including entitlement to work in the UK and Criminal Record Checks | | History of sickness absence from previous employer | Reference and Referees contact details | Qualifications/skills/  Experience, including Secondary School Education and Continuing Education and Professional Qualifications | Breaks in employment history | | Ability to travel | Training & Development History | Close Personal Relationship information | Disability information to enable us to make reasonable adjustments | | | | | | | | | | | | | |
| Who will be using your Personal Data? | Who is the [Data Controller](#DC)? | | | | Your School/Trust name | | | | | | | | |
|  | Who is the Data Controller’s  [Data Protection Officer](#DPO)? | | | | **If buying IGS DPO service this will be:**  Lauri Almond (Essex County Council).  **If not, use your DPO name** | | | | | | | | |
|  | Are there any [Data Processors](#DProc)? | | | | Yes | |  | | | No | |  | |
|  | Who are they? | | | | Members of the HR and Recruitment team, Interviewers, relevant Governors and Trustees, Legal Services contracted by the school. | | | | | | | | |
| What will it be used for and what gives us the right to ask for it and use it? | [The Purpose](#Purps)(s): | | | | Recruitment | | | | | | | | |
|  | The [Legal Condition](#LegCond)(s): | | | | * *Under Contract* * *Employment, Social Security* | | | | | | | | |
| Who else might we share your data with? | | | | | HR, Legal, Trustees and Governors, CEO/Headteacher | | | | | | | | |
| Will your data be stored in or accessible from [countries with no UK-equivalent](#EEA) Privacy Law protections? | | | | | NO (please check that this is true by checking where the support for your systems comes from, i.e. inside the EEA) | | | | | | | | |
| How long will your data be kept? | When will it stop being used? | | | | Unsuccessful candidates: 6 months from the date of the appointment of the successful candidate. Successful candidates: Data will be held in line with the Data Retention Schedule. | | | | | | | | |
|  | How long after this will it be deleted? | | | | Unsuccessful candidates: 6 months from the date of the appointment of the successful candidate. Successful candidates: Data will be held in line with the Data Retention Schedule. | | | | | | | | |
|  |  | | | |  | | | | | | | | |
| Our use of the data will be subject to your legal rights (marked if applicable): | [Inform](#Inform) |  | [Access](#Access) |  | [Rectify](#Rect) | |  | [Erase](#Erase) | | | | |  |
|  | [Restrict](#Restrict) |  | [Portable](#Portability) |  | [Object](#Object) | |  | [Automate](#Auto) | | | | |  |
| As you are giving us your data directly: | This is the reason why we are allowed to ask for it and use it: | | | | Contract Law  Eligibility to work in the UK  Keeping Children Safe in Education 2016 (As Updated). | | | | | | | | |
|  | This is what could happen if you refused to let us use your data for this purpose: | | | | Unable to process application/continue with recruitment process | | | | | | | | |
| As you are not giving your data directly to us: | This is who is giving us your personal data: | | | | Previous employer/s, DBS service, The Teaching Regulation Agency, Overseas Embassies | | | | | | | | |
|  | This is a source of personal data open to anyone | | | | Yes |  | | | No | |  | | |
|  | These are the categories of personal data being given to us | | | | Basic Demographics, e.g. name, address, Date of Birth, Contacts, references from previous employers, employment suitability/safeguarding checks, prohibition, right to work and qualifications checks | | | | | | | | |
| **Visit the following links for more information about Privacy Law, our obligations and your Rights:** | | | | | | | | | | | | | |
| [The ICO Guide to the General Data Protection Regulations 2016](https://ico.org.uk/for-organisations/data-protection-reform/overview-of-the-gdpr/)  [The General Data Protection Regulations 2016](http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32016R0679&from=EN) | | | | | | | | | | | | | |
| **If you have concerns over the way we are asking for or using your personal data, please raise the matter with our Data Protection Officer by the following means:** | | | | | | | | | | | | | |
| Postal Address | Essex County Council. County Hall. Chelmsford. CM1 1QH | | | | | | | | | | | | |
| Email | [DPO@essex.gov.uk](mailto:DPO@essex.gov.uk) **amend these details if ECC are not the data Protection Officer for your school under contract** | | | | | | | | | | | | |
| Phone Number | 03330322970 | | | | | | | | | | | | |
| **If you still have concerns following our response you have the right to raise the matter with the Information Commissioner’s Office:** | | | | | | | | | | | | | |
| Postal Address | Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF | | | | | | | | | | | | |
| Online Form | <https://ico.org.uk/concerns/handling/> | | | | | | | | | | | | |
| Phone Number | 0303 123 1113 | | | | | | | | | | | | |

**© Essex County Council**.

All rights reserved,  Essex County Council grants its customers who have purchased a licence to use this document for the purposes of the administration and operation of the school to whom it has been sold.  For those purposes customers are permitted to use, adapt, publish and copy this document provided that every adapted or published version of this document must include this copyright notice in full.  No other use by other organisations or outside the terms of the permitted use stated above is permitted without the prior written permission of Essex County Council. Those infringing Essex County Council’s copyright may be subject to prosecution, claims for damages or other legal action.

**REMOVE BEFORE ISSUE**

Guidance

1. Who is a Data Controller? This is your Organisation.

[Back](#Back1)

1. Who is the Data Protection Officer? This is a statutory post either within your organisation or a contracted service

[Back](#Back2)

1. What is a Data Processor? This is someone who uses the data you are responsible for in order to deliver a service you have contracted them to deliver on your behalf

[Back](#Back3)

1. What are Purposes? This is the reason you want to use the data, e.g. to create a pupil record

[Back](#Back4)

1. What are the legal conditions?
   1. **Personal Data** can be lawfully processed for the using the following conditions:
      1. Consent
      2. Necessary to perform a contract obligation
      3. Blue light emergency services
      4. Statutory Duty
      5. Legitimate Interests
   2. **Sensitive Personal Data** can be lawfully processed for the using the following conditions:
      1. Explicit Consent
      2. Employment, Social Security, Social Protection
      3. Blue light emergency services
      4. Legitimate Activities of ‘charities/not for profit’ organisations
      5. Made Public by the person
      6. For legal defence/claims
      7. Substantial Public Interest
      8. Health & Social Care provision and management
      9. Pan UK Public Health (Epidemics)
      10. Archiving for scientific/historical research or statistical purposes

[Back](#Back5)

1. Legitimate Interests cannot be used as a processing condition other then I exceptional circumstances

[Back](#Back6)

1. Any country outside of the European Economic Area (EU countries, plus Iceland, Lichtenstein and Norway) is not considered to have the same legal protections as the UK

[Back](#Back7)

1. The right to inform requires you to tell people about how their rights are managed including if information is rectified, modified, erased or restricted

[Back](#Back8)

1. The right to access means you must be able to provide a copy of a person’s data to them upon written request

[Back](#Back9)

1. The right to rectify requires you to correct inaccurate data. This may not always be possible if it relates to an official record or a professional opinion recorded by your staff. If this is the case you should not tick this box

[Back](#Back10)

1. The right to erasure requires you to securely destroy the data you hold. This may not always be possible if it relates to an official record or a professional opinion recorded by your staff. If this is the case you should not tick this box

[Back](#Back11)

1. The right to restrict requires you to stop processing data (other than keeping it secure) whilst a complaint is resolved. This may not always be possible if it relates to an official record or a professional opinion recorded by your staff. If this is the case you should not tick this box

[Back](#Back12)

1. The right to Data Portability only applies when a service is based on ‘Consent’ and then only if it involves technology

[Back](#Back13)

1. The right to object requires you to stop using the data for the purposes for which it was collected. This does not apply to any legal obligations to process the data, but does apply for any processing under Consent, e.g. marketing or profiling

[Back](#Back14)

1. The right to refuse automated decision making means if a computer makes a decision about how you will deliver a service to a person; they have the right to request the decision to be made by a human Being.

[Back](#Back15)