



TIFFIN SCHOOL PRIVACY NOTICE JOB APPLICANTS

This privacy notice job applicants of the school's data protection responsibilities on the collection and processing of personal data about individuals who apply to work at or be engaged by Tiffin School (the School).

We are committed to being transparent about how we collect and use that data and to meeting our data protection obligations.

We are required to explain how and why we collect such data and what we do with that information. This notice will also provide information as to what you can do about your personal information that is held and processed with us.

Tiffin School has appointed Mrs E E Barrett, Deputy Head, as the person with responsibility for ensuring that individuals' personal information is held and processed in the correct way. She can be contacted at ebarrett@tiffin.kingston.sch.uk. Questions about this policy, or requests for further information, should be directed to her.

Personal Information we hold

We collect and process data relating to those who apply to work at or be engaged by the School. Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:

- Contact details (name, address, email, telephone)
- Age range, marital status, gender
- Current salary and benefits
- National Insurance number
- DfE teacher number (if applicable)
- Copies of right to work in the UK documentation (passport, birth certificate, driving licence, permits, visas)
- Copies of identification (could include the documents listed in the above bullet as well as bank statement, credit card statement, tax statement)
- Referees
- Qualifications and employment records, including work history, job titles, working hours, training records and professional memberships
- DBS certificate numbers, dates and any disclosures made
- Relationships (and the nature where applicable) to any members of staff or governors

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
- Trade union membership
- Health, including any medical conditions, and sickness records
- Disability, including any records for reasonable adjustments made throughout the recruitment process

Why we use this data

The School processes data relating to applicants for employment purposes to assist in the recruitment process, including to:

- Enable the School to manage its recruitment process
- Facilitate safer recruitment, as part of our safeguarding obligations towards students
- Ensure the School is complying with its legal obligations in relation to the right to work in the UK
- Ensure a candidate is suitable for the role
- Enter in to an employment contract, should you be successful
- Enable ethnicity and disability monitoring in accordance with the Equality Act
- Ensure reasonable adjustments can be made for those applicants who have a disability
- Ensure a fair recruitment process has taken place

Our lawful basis for using this data

The School will obtain your consent to hold, process and share your personal data in relation to the recruitment process.

You are under no obligation to provide your consent to provide data to the School during the recruitment process. However, if you do not consent to the School holding, processing and sharing your personal data during the recruitment process, the School will not be able to process your application.

The School will need to process data to ensure that it is complying with its legal obligations. For example, the School must check an applicant's entitlement to work in the UK. Safer recruitment procedures in schools also require appropriate checks to be made on people who work with children.

Collecting this information

The School collects information in a variety of ways, for example, through:

- Application forms, CVs or covering letters
- Your passport or other identity documents, such as your driving licence
- From third parties such as the DBS in carrying out safeguarding checks, references supplied by former employers
- Forms completed by you as part of the recruitment process
- Correspondence with you
- Interviews, meetings or other assessments as part of the recruitment process

How Long We Store this Data

We will only retain the data we collect for as long as is necessary to satisfy the purpose for which it has been collected.

If you are successful in being appointed to the role, all personal data collected by the school will be processed and transferred to your personnel file.

Ongoing collection and processing of your personal data in relation to your employment with the school is explained in our privacy notice for staff, a copy of which will be provided to you on appointment.

If you are unsuccessful in your application, the school will retain your personal information for a period of 7 months after the end of the recruitment process. With your consent, the school will keep your personal data on file for a further 12 months for consideration of future employment opportunities.

Should you withdraw your consent within that time, or once that time period has expired, your data will be deleted or destroyed.

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.

In the event you are successful, the School is required, by law, to pass certain information about those engaged by us to specified external bodies, such as our local authority (LA) and the Department for Education (DfE), so that they are able to meet their statutory obligations.

Where it is legally required, or necessary (and it complies with data protection law) we may share personal information about you with other members of staff involved in the recruitment process in order for them to perform their roles. This can include sharing personal data with the Senior Leadership Team, Governors, HR (including payroll) and line managers.

We may also share your personal data with third parties. This can include when obtaining background checks as part of safer recruitment guidelines, pre-employment references and criminal records checks from the DBS.

Throughout these processes we maintain strict confidentiality and only process and retain the personal data for as long as is necessary in accordance with our retention schedule and the processing purposes we state.

Transferring data internationally

With cloud-based storage and some other services sometimes being supplied outside the UK, personal data can be sent to other jurisdictions.

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.

Our servers and storage systems are based in the EU or the European Economic Area (EEA) and we have ensured that appropriate safeguards are in place to protect your personal data.

Your rights regarding personal data

Individuals have a right to make a subject access request to gain access to personal information that the School holds about them.

Under data protection law, individuals have certain rights regarding how their personal data is used and kept safe, including 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 by 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 get in touch with our Data Protection Officer.

If you have a concern about the way we are collecting or using your personal data, please raise your concern with the School in the first instance by contacting our Data Protection Officer. Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/>