

# QUANTOCK EDUCATION TRUST

## Recruitment Privacy Notice

### Policy Statement

Under UK data protection law, individuals have a right to be informed about how our school uses any personal data that 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 document explains how we collect, store and use personal data about **individuals we employ, or otherwise engage to work at our Trust.**

Our Trust, Quantock Education Trust is the 'data controller' for the purposes of UK data protection law.

Our data protection officer is Amy Brittan (see 'Contact us' below).

### What information do we process during your application process?

We may collect, hold, share and otherwise use the following information about you during your application process.

#### ***Up to and including shortlisting stage:***

- your name and contact details (i.e. address, home and mobile phone numbers, email address);
- details of your qualifications, training, experience, duties, employment history (including job titles, salary, relevant dates and working hours), details of driving licence (if relevant for role), membership of professional bodies and interests;
- your racial or ethnic origin, sex and sexual orientation, religious or similar beliefs;
- details of your referees;
- whether you are related to any member of our workforce; and
- details of any support or assistance you may need to assist you at the interview because of a disability.

#### ***Following shortlisting stage, and prior to making a final decision:***

- information about your previous academic and/or employment history, including details of any conduct, grievance or performance issues, appraisals, time and attendance, from references obtained about you from previous employers and/or education providers;\*
- confirmation of your academic and professional qualifications (including seeing a copy of certificates);\*

- information via the interview and Disclosure and Barring Service (DBS) check process, regarding your criminal record, in criminal records certificates (CRCs) and enhanced criminal records certificates (ECRCs) and whether you are barred from working in regulated activity;\*
- your nationality and immigration status and information from related documents, such as your passport or other identification and immigration information;\*
- medical check to indicate fitness to work;\*
- a copy of your driving licence (or other appropriate documentation as listed on the Home Office list);\*
- if you are a teacher, we will check the National College of Teaching and Leadership (“NCTL”) Teachers Services about your teacher status, whether you are subject to a prohibition from teaching order and any other relevant checks (for example Section 128 direction for management posts and EEA teacher sanctions);\* and
- equal opportunities’ monitoring data;
- Information gathered as part of online searches which is available publicly.

You are required (by law or in order to enter into your contract of employment) to provide the categories of information marked (\*) above to enable us to verify your right to work and suitability for the position. Without providing us with this information, or if the information is not satisfactory, then we will not be able to proceed with any offer of employment.

If you are employed by us, the information we collect may be included on our Single Central Record. In this scenario, a further privacy notice in relation to data we collect, process, hold and share about you during your time with us, will be issued to you.

## **Where do we get information from during your application process?**

Depending on the position that you have applied for, we may collect this information from you, your referees (details of whom you will have provided), your education provider, publicly available online search engines and social media, any relevant professional body, the Disclosure and Barring Service (DBS), NCTL and the Home Office, during the recruitment process.

### **Online searches**

As part of the shortlisting process, Keeping Children Safe in Education 2022 states that schools and colleges should consider carrying out an online search as part of their due diligence on the shortlisted candidates. The Trust may therefore carry out online searches for candidates. We will only search for publicly available information and the search will be carried out by an independent person not on the interview panel, according to the following criteria:

Is there an indication within the online searches that the candidate has:

- harmed or may have harmed a child?
- posted content that is a criminal offence against or related to a child?
- posted content that poses a risk of harm to children?
- posted content that indicates they may not be suitable to work with children (this covers any incident in the candidate’s personal life that might be a transferable risk into the workplace)?

All candidates will be searched in the same way, using the same criteria. Evidence of any of the above criteria may mean we raise this at interview with candidates before making a judgement. We will retain

records of any online searches for shortlisted candidates with your application records (see 'How long will we hold information in relation to your application').

## **Why do we use this information?**

We will process your personal data during your application process for the purpose of complying with legal obligations, carrying out tasks which are in the public interest, and taking steps with a view to entering into an employment contract with you. This includes:

- to assess your suitability for the role you are applying for;
- to take steps to enter into a contract with you;
- to check that you are eligible to work in the United Kingdom or that you are not prohibited from teaching;
- so that we are able to monitor applications for posts in the Trust to ensure that we are fulfilling our obligations under the public sector equality duty under the Equality Act 2010; and
- To check that there are no comments, images or other content which could cause reputational damage to the Trust and/or give rise to a safeguarding concern.

## **How long will we hold information in relation to your application?**

We will hold information relating to your application only for as long as necessary. If you are successful then how long we need to hold on to any information will depend on type of information. For further detail please see our Retention and Destruction Policy.

If you are unsuccessful we will hold your personal data only for six months, after which time it is securely deleted.

## **Who will we share information with about your application?**

We will not share information gathered during your application process with third parties, other than professional advisors such as legal or HR advisors. Only information relevant to potential reputational damage and/or safeguarding concerns obtained from the online search will be passed to those managing the shortlisting process.

## **International Transfers**

We do not transfer your data outside the European Economic Area ("EEA"). If in future we do need to transfer your data outside the EEA, we will only do so if adequate protection measures are in place in compliance with data protection legislation.

Once we have received your information, we will use strict procedures and security features to try to prevent unauthorised access. More information is available by contacting us.

## **Rights in relation to your personal data**

All individuals have the right to request access to personal data that we hold about them. To make a request for access to their personal data, individuals should contact:



Tracy Lee, Director of Finance and Operations on [TLee@Quantockedtrust.co.uk](mailto:TLee@Quantockedtrust.co.uk)

Please also refer to our Data Protection Policy for further details on making requests for access to personal data.

Individuals also have the right, in certain circumstances, to:

- Object to the processing of their personal data
- Have inaccurate or incomplete personal data about them rectified
- Restrict processing of their personal data
- Object to the making of decisions about them taken by automated means
- Have their data transferred to another organisation
- Claim compensation for damage caused by a breach of their data protection rights

If an individual wants to exercise any of these rights then they should contact Tracy Lee, Director of Finance and Operations on [TLee@Quantockedtrust.co.uk](mailto:TLee@Quantockedtrust.co.uk) The law does not oblige the Trust to comply with all requests. If the Trust does not intend to comply with the request then the individual will be notified of the reasons why in writing.

### **Concerns**

If an individual has any concerns about how we are using their personal data then we ask that they contact our Data Protection Officer in the first instance. However an individual can contact the Information Commissioner's Office should they consider this to be necessary, at <https://ico.org.uk/concerns/>.

### **Contact**

If you would like to discuss anything in this privacy notice, please contact Tracy Lee at: Quantock Education Trust, Durleigh Road, Bridgwater, Somerset TA6 7HW.