# Data Protection Privacy Notice – Applicants

This notice explains what personal data (information) we will hold about you, how we collect it, and how we will use and may share information about you during the application process. We are required to notify you of this information, under data protection legislation. Please ensure that you read this notice (sometimes referred to as a ‘privacy notice’) and any other similar notice we may provide to you from time to time when we collect or process personal information about you.

# Who collects the information

Tai Pawb is a ‘data controller’ and gathers and uses certain information about you and so, in this notice, references to ‘we’ or ‘us’ mean the Company.

# Data protection principles

We will comply with the data protection principles when gathering and using personal information, as set out in our Data Protection Policy.

# About the information we collect and hold

The table set out in Part A of the Schedule below summarises the information we collect and hold up to and including the shortlisting stage of the recruitment process, how and why we do so, how we use it and with whom it may be shared.

The table in Part B of the Schedule below summarises the additional information we collect before making a final decision to recruit, i.e. before making an offer of employment unconditional, how and why we do so, how we use it and with whom it may be shared.

We seek to ensure that our information collection and processing is always proportionate. We will notify you of any changes to information we collect or to the purposes for which we collect and process it.

# Where information may be held

Information may be held at our offices and at the offices of our HR consultant (if we need to obtain advice). Your personal details (Section 1) will be kept separate to your application (Section 2) and to your equality monitoring form. Only Section 2 will be available to the shortlisting panel. Section 1 will be used by our Finance and Administration Officer to contact you if you are invited to interviews and, if you are successful, we will make conditional offer of employment subject to references based on contacts in Section 1. At this stage we may also ask you to inform us about any convictions – privacy notice in relation to how we would use this information will be provided when we ask you for this information.

# How long we keep your information

We keep the personal information that we obtain about you during the recruitment process for no longer than is necessary for the purposes for which it is processed. How long we keep your information will depend on whether your application is successful and you become employed by us, the nature of the information concerned and the purposes for which it is processed.

We will keep recruitment information (including interview notes) for no longer than is reasonable, taking into account the limitation periods for potential claims such as race or sex discrimination (as extended to take account of early conciliation), after which they will be destroyed. If there is a clear business reason for keeping recruitment records for longer than the recruitment period, we may do so but will first consider whether the records can be anonymised, and the longer period for which they will be kept.

If your application is successful, we will keep only the recruitment information that is necessary in relation to your employment. For further information, see our Privacy Notice for employees (if you are successful)

Further details on our approach to information retention and destruction are available in our Data Protection Policy.

# ****Your rights to correct and access your information and to ask for it to be erased****

Please contact the Chief Executive (CEO), Alicja Zalesinska, who can be contacted at 029 2053 7632 if (in accordance with applicable law) you would like to correct or request access to information that we hold relating to you or if you have any questions about this notice. You also have the right to ask the CEO for some but not all of the information we hold and process to be erased (the ‘right to be forgotten’) in certain circumstances. The CEO will provide you with further information about the right to be forgotten, if you ask for it.

# Keeping your personal information secure

We have appropriate security measures in place to prevent personal information from being accidentally lost, or used or accessed in an unauthorised way. We limit access to your personal information to those who have a genuine business need to know it. Those processing your information will do so only in an authorised manner and are subject to a duty of confidentiality.

We also have procedures in place to deal with any suspected data security breach. We will notify you and any applicable regulator of a suspected data security breach where we are legally required to do so.

# How to complain

We hope that the CEO can resolve any query or concern you raise about our use of your information. If not, contact the Information Commissioner at [**https://ico.org.uk/concerns/**](http://ico.org.uk/concerns/) or telephone: 0303 123 1113 for further information about your rights and how to make a formal complaint.

1. About the information we collect and hold
   1. Up to and including the shortlisting stage

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| **The information we collect** | **How we collect the information** | **Why we collect the information** | **How we use and may share the information** |
| **Your name and contact details (ie address, home and mobile phone numbers, email address)** | From you | Legitimate interest: to carry out a fair recruitment process  Legitimate interest: to progress your application, arrange interviews and inform you of the outcome at all stages | To enable Finance and Admin Officer to contact you to progress your application, arrange interviews and inform you of the outcome |
| **Details of your qualifications, experience, employment history (including job titles,** **salary, and working hours) and interests** | From you, in the completed application form and interview notes (if relevant) | Legitimate interest: to carry out a fair recruitment process  Legitimate interest: to make an informed decision to shortlist for interview and (if relevant) to recruit | To make an informed recruitment decision  The person making the shortlisting decision will receive anonymised details only; if you are invited for interview, the interviewer will receive non-anonymised details |
| **Your racial or ethnic origin, sex and sexual orientation, religious or similar beliefs, gender identity, disability, age, caring status** | From you, in a completed anonymised equal opportunities monitoring form | To comply with our legal obligations and for reasons of substantial public interest(equality of opportunity or treatment) | To comply with our equal opportunities monitoring obligations and to follow our equality and other policies  For further information, see **\*** below |
| **Reasonable adjustments information** | From you | To make sure we make any reasonable adjustments related to disability to enable you to take part in the recruitment process | We will use this information only for recruitment purposes |
| **Details of your referees** | From your completed application form | Legitimate interest: to carry out a fair recruitment process | To carry out a fair recruitment process  To comply with legal/regulatory obligations  Information shared with referee and HR consultants (if advice needed) |

* 1. Before making a final decision to recruit

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| **The information we collect** | **How we collect the information** | **Why we collect the information** | **How we use and may share the information** |
| **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 ☐** | From your referees (details of whom you will have provided) | Legitimate interest: to make an informed decision to recruit  To comply with our legal obligations  Legitimate interests: to maintain employment records and to comply with legal, regulatory and corporate governance obligations and good employment practice | To obtain the relevant reference about you  To comply with legal/regulatory obligations  Information shared with relevant managers and HR personnel |
| **Information regarding your academic (and professional) qualifications ☐** | From you, from your education provider (from the relevant professional body) | Legitimate interest: to verify the qualifications information provided by you | To make an informed recruitment decision |
| **Information regarding your criminal record** | From you | To comply with our legal obligations  For reasons of substantial public interest (preventing or detecting unlawful acts) | To make an informed recruitment decision before we decided to employ you  To carry out statutory checks  Information shared with DBS and other regulatory authorities as required  For further information, see **\*** below |
| **Your nationality and immigration status and information from related documents, such as your passport or other identification and immigration information ☐** | From you and, where necessary, the Home Office | To enter into/perform the employment contract  To comply with our legal obligations  Legitimate interest: to maintain employment records | To carry out right to work checks  Information may be shared with the Home Office |
| **A copy of your driving licence ☐** | From you | To enter into/perform the employment contract  To comply with our legal obligations  To comply with the terms of our insurance | To make an informed recruitment decision  To ensure that you have a clean driving licence  Information may be shared with our insurer |

You are required (by law or in order to enter into your contract of employment) to provide the categories of information marked ‘☐’ above to us to enable us to verify your right to work and suitability for the position.

**\*** Further details on how we handle sensitive personal information (and information relating to criminal convictions and offences)are set out in Data Protection Policy available from the CEO.