

Recruitment of School Staff - Applicants

We are required to maintain employee records for our staff. The type of information used in these records includes:

- Name and contact details
- Date of Birth
- Financial details
- Qualifications and skills
- Employment History
- Vetting information
- References
- Ability to travel
- Disability information to enable us to make reasonable adjustments

The records also contain special category personal information, for example:

- Ethnicity
- Religion
- Health information

This information is generally provided by you, and sometimes it is provided by others, such as:

- Previous employers
- DBS service
- The Teaching Regulation Agency
- Overseas Embassies

The school is the data controller for this information. Data processors support this activity through the provision of systems. The legal basis we rely on when using this personal information is our employment contract. The legal basis we rely on for the special category personal data is Employment, Social Security and Social Protection, and Substantial Public Interest.

Sometimes we may share this personal information, for example with one or more of the following:

- Human Resources
- Governors
- Headteacher
- Disclosure and Barring service

For successful candidates, this information will be retained for a minimum of 7 years from the end of the employment contract.

For unsuccessful candidates this information will be retained for 6 months from the date of the appointment of the successful candidate.

No personal information is routinely available outside of the UK. Should a transfer of personal information be necessary we will only do so where it is permitted by law and where appropriate safeguards are in place.

For information about your rights in relation to this use of your personal information please see section 5 of our overarching privacy notice.