



# Privacy Notice

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?	<ul style="list-style-type: none"> <li>• Name</li> <li>• Address</li> <li>• Date of Birth</li> <li>• Contact details (including address, email, telephone)</li> <li>• National Insurance Number</li> <li>• Employment History (including reason for leaving)</li> <li>• Current level of pay and any allowances</li> <li>• Pre-Employment Check information (including entitlement to work in the UK and Criminal Record Checks)</li> <li>• History of sickness absence from previous employer (where requested)</li> <li>• Reference and referees contact details</li> <li>• Qualifications/skills/experience (including Secondary School Education and Continuing Education and Professional Qualifications)</li> <li>• Breaks in employment history</li> <li>• Ability to travel</li> <li>• Training and development history</li> <li>• Close personal relationship information</li> <li>• Disability information to enable us to make reasonable adjustments</li> </ul>				
Who will be using your Personal Data?	Who is the <a href="#">Data Controller</a> ?	King Edward VI Grammar School			
	Who is the Data Controller's <a href="#">Data Protection Officer</a> ?	Lauri Almond (Essex County Council).			
	Are there any <a href="#">Data Processors</a> ?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
	Who are they?	Members of the HR team, Interviewers, relevant Governors and Trustees, Legal services contracted by the Academy			
What will it be used for and what gives us the right to ask for it and use it?	<a href="#">The Purpose(s)</a> :	Recruitment			
	<a href="#">The Legal Condition(s)</a> :	Legal obligation			
	<b>If applicable, you may withdraw your consent at any time by contacting us.</b>				
Who else might we share your data with?	HR, Legal, Trustees and Governors, Headteacher				



Will your data be stored in or accessible from <a href="#">countries with no UK-equivalent</a> Privacy Law protections?		No.	
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):	<a href="#">Inform</a> <input checked="" type="checkbox"/>	<a href="#">Access</a> <input checked="" type="checkbox"/>	<a href="#">Rectify</a> <input checked="" type="checkbox"/>
	<a href="#">Restrict</a> <input type="checkbox"/>	<a href="#">Portable</a> <input type="checkbox"/>	<a href="#">Object</a> <input checked="" type="checkbox"/>
We will make automated decisions or profile you based on your data	<a href="#">Erase</a> <input checked="" type="checkbox"/>	<a href="#">Automate</a> <input type="checkbox"/>	
	How will this be done?	NA	
What will happen as a result of the decisions?	NA		
As you are giving your data directly to us:	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 <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	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
<b>Visit the following links for more information about Privacy Law, our obligations and your Rights:</b>		
<a href="#">The ICO Guide to the General Data Protection Regulations 2016</a> <a href="#">The General Data Protection Regulations 2016</a>		
<b>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:</b>		
Postal Address	Essex County Council. County Hall. Chelmsford. CM1 1QH	
Email	<a href="mailto:DPO@essex.gov.uk">DPO@essex.gov.uk</a>	
Phone Number	03330322970	
<b>If you still have concerns following our response you have the right to raise the matter with the Information Commissioner's Office:</b>		
Postal Address	Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF	
Online Form	<a href="https://ico.org.uk/concerns/handling/">https://ico.org.uk/concerns/handling/</a>	
Phone Number	0303 123 1113	