**Privacy Notice - Applicants**

**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? | |  |  |  |  | | --- | --- | --- | --- | | Name | Address | Date of Birth | Contact details, including email and phone number | | National Insurance Number | Employment History, including reason for leaving | Current level of Pay and any Allowances | Pre-employment check information, including entitlement to work in the UK and Criminal Record Checks | | History of sickness absence from previous employer | Reference and Referees contact details | Qualifications/skills/  Experience, including Secondary School Education and Continuing Education and Professional Qualifications | Breaks in employment history | | Ability to travel | Training & Development History | Close Personal Relationship information | Disability information to enable us to make reasonable adjustments | | | | | | | | | | | | | |
| Who will be using your Personal Data? | Who is the [Data Controller](#DC)? | | | | Zenith Multi Academy Trust | | | | | | | | |
|  | Who is the Data Controller’s  [Data Protection Officer](#DPO)? | | | | Lauri Almond (Essex County Council). | | | | | | | | |
|  | Are there any [Data Processors](#DProc)? | | | | Yes | |  | | | No | |  | |
|  | Who are they? | | | | Members of the HR and Recruitment team, Interviewers, relevant Governors and Trustees, Legal Services contracted by the school. | | | | | | | | |
| What will it be used for and what gives us the right to ask for it and use it? | [The Purpose](#Purps)(s): | | | | Recruitment | | | | | | | | |
|  | The [Legal Condition](#LegCond)(s): | | | | * *Under Contract* * *Employment, Social Security* | | | | | | | | |
| Who else might we share your data with? | | | | | HR, Legal, Trustees and Governors, CEO/Headteacher | | | | | | | | |
| Will your data be stored in or accessible from [countries with no UK-equivalent](#EEA) 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): | [Inform](#Inform) |  | [Access](#Access) |  | [Rectify](#Rect) | |  | [Erase](#Erase) | | | | |  |
|  | [Restrict](#Restrict) |  | [Portable](#Portability) |  | [Object](#Object) | |  | [Automate](#Auto) | | | | |  |
| As you are giving us your data directly: | 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 |  | | | No | |  | | |
|  | 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 | | | | | | | | |
| **Visit the following links for more information about Privacy Law, our obligations and your Rights:** | | | | | | | | | | | | | |
| [The ICO Guide to the General Data Protection Regulations 2016](https://ico.org.uk/for-organisations/data-protection-reform/overview-of-the-gdpr/)  [The General Data Protection Regulations 2016](http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32016R0679&from=EN) | | | | | | | | | | | | | |
| **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:** | | | | | | | | | | | | | |
| Postal Address | Essex County Council. County Hall. Chelmsford. CM1 1QH | | | | | | | | | | | | |
| Email | [DPO@essex.gov.uk](mailto:DPO@essex.gov.uk) **amend these details if ECC are not the data Protection Officer for your school under contract** | | | | | | | | | | | | |
| Phone Number | 03330322970 | | | | | | | | | | | | |
| **If you still have concerns following our response you have the right to raise the matter with the Information Commissioner’s Office:** | | | | | | | | | | | | | |
| Postal Address | Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF | | | | | | | | | | | | |
| Online Form | <https://ico.org.uk/concerns/handling/> | | | | | | | | | | | | |
| Phone Number | 0303 123 1113 | | | | | | | | | | | | |