



ST. MARY'S, PRITTLEWELL, CHURCH OF ENGLAND PRIMARY SCHOOL

P r i v a c y N o t i c e

Subject: Recruitment
Staff Lead: **Ms. Brewer**

Authorised by the Governing Board: **May 2024**
Policy Review Date: **May 2027**

**A caring Christian community promoting life in all its fullness
through the example of Jesus Christ**

Mission Statement

At St. Mary's Church of England School, we seek to provide the best possible education for each child within a safe Caring Christian Community by worshipping, learning and growing together in faith.

This Privacy Notice has been written to inform prospective employees of St. Mary's, Prittlewell, C of E Primary School about what we do with your personal information.

Under data protection law, individuals have a right to be informed about how the 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 privacy notice explains how we collect, store and use personal data about individuals applying for jobs at our school.

Who are we?

St. Mary's School is a 'Data Controller' as defined by Article 4 (7) of GDPR. This means that we determine the purposes for which, and the manner in which, your personal data is processed. We have a responsibility to you and your personal data and will only collect and use this in ways that are compliant with data protection legislation.

What information do we collect and why do we require it?

As part of your job application, St. Mary's School will need to assess your suitability for the vacancy. This means that we need to collect information about you in order to facilitate this.

This information includes, but is not necessarily limited to:

- Your name(s), title, contact details, address, and National Insurance Numbers;
- ID Documents; including copies of Passports and/or Photo Driving Licenses
- Eligibility to Work;
- Previous employment history;
- Education and Professional Qualifications;
- Membership of professional or government bodies;
- Referee Details;
- Equalities information (so that we can monitor workplace equality);
- Any information provided by your nominated referees (which includes any relevant disciplinary actions and/or sickness information);
- Any other relevant information you wish to provide to us;
- Evidence from social media checks.

Who do we obtain your information from?

Much of the information we process will be obtained directly from your application form. However, we may need to collect data about you from, but not necessarily limited to, the following organisations:

- Your nominated referees,
- The Disclosure and Barring Service,
- The Local Authority
- Social Media Check (company name)

Why we use this data

The purpose of processing this data is to help us run the school, including to:

- Enable us to establish relevant experience and qualification
- Facilitate safe recruitment, as part of our safeguarding obligations towards pupils
- Identify you and safely evacuate the school in the event of an emergency
- Enable equalities monitoring
- Ensuring that appropriate access arrangements can be provided for candidates who require them
- Enable us to recruit

Who do we share your personal data with?

Generally we will keep your personal data within the school but in some instances may be required to disclose your personal data to:

- Third party assessment providers (in order to facilitate your suitability for a role),
- The Local Authority (who may assist the school with the recruitment process),
- Our governing body.

Sometimes your application may need to be submitted to an assessment panel. These panels could include individuals from other organisations. We will tell you if this is the case.

How long do we keep your personal data for?

Data held	Retention period
If your job application is successful	Your information will be kept on your personnel file and kept in accordance with other HR retention period;
If your job application is unsuccessful	Your information will be kept for six months

What is our lawful basis for processing your personal data?

The School is required to process your personal data and your special category data for the performance of your employment contract or to take necessary steps to enter in to an employment contract.

The School is also legally required to collect some information as defined by employment law (i.e equalities and diversity).

What rights do you have over your data?

Under GDPR you have the following rights in relation to the processing of your personal data:

- To be informed about how we process your personal data. This notice fulfils this obligation
- To request access to your personal data that we hold, and be provided with a copy of it
- To request that your personal data is amended if inaccurate or incomplete
- To request that your personal data is erased where there is no compelling reason for its continued processing
- To request that the processing of your personal data is restricted
- To object to your personal data being processed

You can exercise any of these rights by contacting St. Mary's School on
01702 354 012

If you have any concerns about the way we have handled your personal data or would like any further information, then please contact our Data Protection Officer at St. Mary's C of E Primary School, Boston Avenue, Southend-on-Sea, Essex, SS2 6JH.

Alternatively, you can make a complaint to the Information Commissioner's Office:

- Report a concern online at <https://ico.org.uk/concerns/>
- Call 0303 123 1113
- Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF