

# Privacy Notice – Recruitment Monitoring Form

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 - Equal Opportunities Monitoring							
	Please Note: Data received will be anonymised for monitoring purposes at the point of receipt.							
What personal data do we need from you?	Post Title	Age	Gender	Ethnic Origin				
	Sexual Orientation	Disability	Marital Status	Religion/Belief				
Who will be using your Personal Data?	Who is the <a href="#">Data Controller</a> ?		Chelmsford Learning Partnership/ <b>School</b>					
	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 Recruitment team, Governors and Trustees, School senior leaders					
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> :		For Equal Opportunities Monitoring Purposes					
	<a href="#">The Legal Condition(s)</a> :		<ul style="list-style-type: none"> <li>Required to meet Public Sector Duty (as part of the Equality Act).</li> <li>Avoiding discrimination and promoting equal opportunities in recruitment</li> <li>The Equality Act 2010</li> </ul>					
Who else might we share your data with?		Trustees and Governors						
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?		1 month - when data is transferred to data sheet, destroy Recruitment Monitoring Forms					
	How long after this will it be deleted?		On completion of monitoring, but no later than 3 months from when data is analysed by Governors/Trustees, then destroy Data Sheets.					
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="#">Erase</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"/>	<a href="#">Automate</a>	<input type="checkbox"/>
As you are giving us your data directly:	This is the reason why we are allowed to ask for it and use it:		The Equality Act 2010					
	This is what could happen if you refused to let us use your data for this purpose:		Unable to monitor data for equal opportunities monitoring purposes					

As you are not giving your data directly to us:	This is who is giving us your personal data:	Applicant			
	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	Post Title, Age, Gender, Ethnic Origin, Sexual Orientation, Disability, Marital Status			
<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				

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Guidance

1. Who is a Data Controller? This is your Organisation.  
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2. Who is the Data Protection Officer? This is a statutory post either within your organisation or a contracted service  
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3. What is a Data Processor? This is someone who uses the data you are responsible for in order to deliver a service you have contracted them to deliver on your behalf  
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4. What are Purposes? This is the reason you want to use the data, e.g. to create a pupil record  
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5. What are the legal conditions?
  - a. **Personal Data** can be lawfully processed for the using the following conditions:
    - i. Consent
    - ii. Necessary to perform a contract obligation
    - iii. Blue light emergency services
    - iv. Statutory Duty
    - v. Legitimate Interests
  - b. **Sensitive Personal Data** can be lawfully processed for the using the following conditions:
    - i. Explicit Consent
    - ii. Employment, Social Security, Social Protection
    - iii. Blue light emergency services
    - iv. Legitimate Activities of 'charities/not for profit' organisations
    - v. Made Public by the person
    - vi. For legal defence/claims
    - vii. Substantial Public Interest
    - viii. Health & Social Care provision and management
    - ix. Pan UK Public Health (Epidemics)
    - x. Archiving for scientific/historical research or statistical purposes  
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6. Legitimate Interests cannot be used as a processing condition other than I exceptional circumstances  
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7. Any country outside of the European Economic Area (EU countries, plus Iceland, Lichtenstein and Norway) is not considered to have the same legal protections as the UK  
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8. The right to inform requires you to tell people about how their rights are managed including if information is rectified, modified, erased or restricted  
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9. The right to access means you must be able to provide a copy of a person's data to them upon written request  
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10. The right to rectify requires you to correct inaccurate data. This may not always be possible if it relates to an official record or a professional opinion recorded by your staff. If this is the case you should not tick this box  
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11. The right to erasure requires you to securely destroy the data you hold. This may not always be possible if it relates to an official record or a professional opinion recorded by your staff. If this is the case you should not tick this box  
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12. The right to restrict requires you to stop processing data (other than keeping it secure) whilst a complaint is resolved. This may not always be possible if it relates to an official record or a professional opinion recorded by your staff. If this is the case you should not tick this box

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13. The right to Data Portability only applies when a service is based on 'Consent' and then only if it involves technology

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14. The right to object requires you to stop using the data for the purposes for which it was collected. This does not apply to any legal obligations to process the data, but does apply for any processing under Consent, e.g. marketing or profiling

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15. The right to refuse automated decision making means if a computer makes a decision about how you will deliver a service to a person; they have the right to request the decision to be made by a human Being.

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