



# Snape Wood Primary and Nursery School

## Excellence for All

**'We are a small school that makes a big difference'**

**'To provide excellence for all within a happy, safe, and stimulating learning environment'**

# **PRIVACY NOTICE FOR JOB APPLICANTS**

<b>SNAPE WOOD PRIMARY AND NURSERY SCHOOL</b>	
Approved by: Full Governing Body	Date: Spring 2023
Review Date:	Spring 2024

## Privacy Notice (How we use Job Applicants 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' 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.

We, Snape Wood Primary School, are the 'data controller' for the purposes of data protection law.

### The personal data we hold

The personal data we may collect, use, store and share (where appropriate) about you includes, but is not restricted to:

- Contact details and contact preferences
- Date of birth, marital status and gender
- Identity information to support your right to work in the UK, including copies of Passports and/ or Photo Driving Licenses
- Application forms, references, work history, qualification details, training records and professional memberships
- Photographs
- CCTV images captured at school

We may also collect, store and use information about you that falls into "special categories" of more sensitive personal data. This includes information about (where applicable):

- Disability, health and access requirements
- Race, ethnicity, religious beliefs, sexual orientation and political opinions

### 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 qualifications
- 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
- Ensure that appropriate access arrangements can be provided for candidates who require them
- Enable us to recruit

### Our lawful basis for using this data

We only collect and use personal information about you when the law allows us to. Most commonly, we use it where we need to:

- Comply with a legal obligation
- Carry out a task in the public interest
- Where we have legitimate interests in processing the data – for example, the use of photographs to enable us to clearly identify you in the event of an emergency evacuation

Less commonly, we may also use personal information about you, where:

- You have given us consent to use it in a certain way
- We need to protect your vital interests (or someone else's interest)

Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent, and explain how you go about withdrawing consent if you wish to do so.

Some of the reasons listed above for collecting and using personal information about you overlap, and there may be several grounds, which justify the school's use of your data.

### Collecting this information

While the majority of information we collect from you is mandatory. There is some information that you can choose whether or not to provide us.

Whenever we seek to collect information from you, we make it clear whether you must provide this information (and if so, what the possible consequences are of not complying), or whether you have a choice.

### How we store this data

Personal data is stored in line with our Records Management Policy.

We maintain a file to store personal information about all volunteers. This information contained in this file is kept secure and is only used for purposes directly relevant to work with the school.

When this information is no longer required, we will delete your information in accordance with your Records Management policy. A copy of this is available on our website [www.snapewood.nottingham.sch.uk](http://www.snapewood.nottingham.sch.uk) or you can ask a member of the office team.

### Data sharing

We do not share information about you with any third party without your consent unless the law and our policies allow us to do so.

Where it is legally required, or necessary (and it complies with data protection law), we may share personal information about you with:

- Our local authority – to meet our legal obligations to share certain information with it, such as shortlisting candidates for a head teacher position

- Suppliers and service providers - to enable them to provide the service we have contracted them for, such as HR and recruitment support
- Police forces, courts – to assist them discharging their legal duties
- Professional advisors and consultants
- Employment and recruitment agencies

### Transferring data internationally

Where we transfer personal data to a country or territory outside the European Economic Area, we will do so in accordance with the data protection law.

### Your rights – How to access personal information we hold about you

Individuals have a right to make a ‘subject access request’ to gain access to personal information that the school holds about them.

If you make a subject access request, and if we do hold information about you, we will:

- Give you a description of it
- Tell you why we are holding and processing it, and how long we will keep it for
- Explain where we got it from, if not from you
- Tell you who it has been, or will be, shared with
- Let you know whether any automated decision-making is being applied to the data, and any consequences of this
- Give you a copy of the information in an intelligible form

You may also have the right for your personal information to be transmitted electronically to another organisation in certain circumstances.

If you would like to make a request, please contact our Data Protection Officer.

### Your other rights regarding your data

Under data protection law, individuals have certain rights regarding how their personal data is used and kept safe. You have the right to:

- Object to the use of your personal data if it would cause, or is causing, damage or distress.
- Prevent your data being used to send direct marketing
- Object to the use of your personal data for decisions being taken by automated means (by a computer or a machine, rather than by a person)
- In certain circumstances, have inaccurate personal data corrected, deleted or destroyed, or restrict processing
- Claim compensation for damages caused by a breach of the data protection regulations

To exercise any of these rights, please contact our data protection officer.

### Contact us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please ask a member of our office team, or email our Data Protection Officer at [admin@snapewood.nottingham.sch.uk](mailto:admin@snapewood.nottingham.sch.uk).

### Complaints

We take any complaints about our collection and use of personal information very seriously. So please let us know if you think we have done something wrong.

You can make a complaint at any time by contacting a member of our office team or Data Protection Officer.

You can also complain to the Information Commissioner's Office in one of the following ways:

- 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