

## Recruitment Privacy Notice

### Introduction

This notice explains what personal data (information) we will hold about you, how we collect it, and how we will use and may share information about you during the application process. It applies to all individuals applying for a position at the School, including positions as a member of staff (full time or part time), contractors, workers, governors, volunteers and peripatetic staff. It also applies to individuals we will contact in order to find out more about our job applicants, including referees, or those that are provided by job applicants as an emergency contact.

We are required to notify you of this information under data protection legislation. Please ensure that you read this privacy notice and any other similar notice we may provide to you from time to time when we collect or process personal information about you.

### Who collects the Information

Heritage School is the main operating activity of Child Light Ltd (Company Number 2928829, Charity Number 1039099). For the purposes of Data Protection Law, Child Light Ltd is the designated Data Controller in relation to personal data Heritage School gathers and uses about you.

The School has appointed the Compliance Officer, to deal with requests and enquiries concerning the school's uses of your personal data and endeavours to ensure that all personal data is processed in compliance with this policy and Data Protection Law. The Compliance Officer can be contacted via the School Office. The School's contact details are as follows:

Heritage School, 17-19 Brookside, Cambridge CB2 1JE 01223 350615

### Data Protection Principles

We will comply with the data protection law and principles when gathering and using personal information, as set out in our Data Protection Policy. This means that your data will be:

- Used lawfully, fairly and in a transparent way.
- Collected only for valid purposes that we have clearly explained to you and not used in a way that is incompatible with those purposes.
- Relevant to the purposes we have told you about and limited only to those purposes.
- Accurate and kept up to date.
- Kept only as long as necessary for the purposes we have told you about.
- Kept safely and securely.

### About the information we collect and hold

Table 1 below summarises the information we collect and hold, up to and including the shortlisting stage of the recruitment process, how and why we do so, how we use it and with whom it may be shared.

Table 2 below summarises the additional information we collect before making a final decision to recruit, i.e. before making an offer of employment unconditional, how and why we do so, how we use it and with whom it may be shared.

We seek to ensure that our information collection and processing is always proportionate and necessary for specific legitimate purposes. We will notify you of any changes to information we collect or to the purposes for which we collect and process it.

### **Where information may be held**

Information may be held on school premises in our filing systems and on our servers. It may also be held on our behalf by third party agencies, service providers and representatives.

### **How long we keep your information**

We keep the personal information that we obtain about you during the recruitment process for no longer than is necessary for the purposes for which it is processed. How long we keep your information will depend on whether your application, or the application you are supporting (e.g. as a referee) is successful and you (the job applicant) become employed by us, the nature of the information concerned and the purposes for which it is processed.

We will keep recruitment information (including interview notes) for no longer than is reasonable, taking into account the limitation periods for potential claims such as race or sex discrimination (as extended to take account of early conciliation), after which they will be destroyed. This is likely to be for six months from the communication of the outcome of the recruitment exercise which takes account of both the time limit to bring claims and for claims to be received by the School. If there is a lawful reason for keeping recruitment records for longer than the recruitment period, we may do so.

If you are an applicant and your application is successful and you join the School, we will keep only the recruitment information that is necessary in relation to your employment. For further information, see the Staff Privacy Notice.

If we wish to retain your personal information on file, on the basis that a further opportunity may arise in future and we may wish to consider you for that, we will write to you separately, seeking your explicit consent to retain your personal information for a fixed period of time.

Further details on our approach to information retention and destruction are available in the school's Data Protection Policy.

### **Your rights to correct and access your personal information and to ask for it to be erased.**

Please contact our Compliance Officer via the School Office at Heritage School, 17-19 Brookside, Cambridge CB2 1JE 01223 350615 if you would like to correct or request access to information that we hold relating to you or if you have any questions about this notice.

If you have any specific queries about how this is applied, or wish to request that personal data that you no longer believe to be relevant is considered for erasure, please contact us. However, please bear in mind that the school will often have lawful and necessary reasons to hold on to some personal data even following such a request.

### **Keeping your personal information secure**

We have appropriate security measures in place to prevent personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. This includes personal information being locked away, password protected or encrypted. We limit access to your

personal information to those who have a genuine need to know it. Those processing your information will do so only in an authorised manner and are subject to a duty of confidentiality.

We also have procedures in place to deal with any suspected personal data breach. We will notify you and any applicable regulator of a suspected data security breach where we are legally required to do so.

### How to complain

Any comments or queries on this policy should be directed to the Compliance Officer via the School Office.

If an individual believes that the school has not complied with this policy or acted otherwise than in accordance with Data Protection Law, they should utilise the school's Complaints Procedure and should also notify the Bursar. You can also make a referral to or lodge a complaint with the Information Commissioner's Office (ICO), at <https://ico.org.uk/concerns/> or telephone 0303 123 1113 for further information about your rights and how to make a formal complaint, although the ICO recommends that steps are taken to resolve the matter with the school before involving the regulator.

**Table 1: About the Information we collect and hold up to and including the shortlisting stage**

<b>The information we collect</b>	<b>How we collect the information</b>	<b>Why we collect the information</b>	<b>How we use and may share the information</b>
Your current and any former names, title, date of birth, gender, national insurance number, and contact details (i.e. current address, home and mobile phone numbers, email address)	From you	Legitimate interest: to carry out a fair recruitment process  Legitimate interest: to progress your application, arrange interviews and inform you of the outcome at all stages	To enable HR or the manager of the relevant department to contact you to progress your application, arrange interviews and inform you of the outcome
Details of your qualifications, experience, employment history (including job titles, salary and working hours) and interests	From you, in the completed application form and interview notes (if relevant)	Legitimate interest: to carry out a fair recruitment process  Legitimate interest: to make an informed decision to shortlist for interview and (if relevant) to recruit	To make an informed recruitment decision  Both the person making the shortlisting decision and, if you are invited for interview, the interviewer will receive these details.
Information about you that is publicly available online through online searches	From standard online searches using a web browser, website, or	Legitimate interest: to form part of the school's wider safeguarding due diligence.	To make an informed recruitment decision.  The member of staff carrying out the search, if not involved in the decision-making

	social media platform.	<p>Legitimate interest: to make an informed decision to shortlist for interview and (if relevant) to recruit.</p> <p>To comply with our legal obligations including those contained in the statutory guidance for schools: <i>Keeping Children Safe in Education</i> (KCSIE).</p>	<p>process, may share any relevant information related to suitability with the individuals who will be interviewing. This way the decision makers will only have the relevant information that may need to be addressed at interview and will not be exposed to other information.</p> <p>Search results will be reviewed and, if appropriate, explored with the applicant at interview.</p> <p>To comply with legal/regulatory obligations.</p> <p>For further information, see * below</p>
Your religious or similar beliefs	From your completed application form	<p>Legitimate interest: Adherence to the Christian faith is a Genuine Occupational Requirement for staff at Heritage School. Please see the school's Christian Ethos Policy for more details</p>	To comply with our Christian Ethos Policy
Details of your referees	From your completed application form	<p>Legitimate interest: to carry out a fair recruitment process</p> <p>To comply with our legal obligations to request references</p>	<p>To carry out a fair recruitment process</p> <p>To comply with legal/regulatory obligations</p> <p>Information shared with relevant managers, HR personnel and the referee.</p>
Criminal Record Information or information that would make you unsuitable to work with children	From your self-declaration form	<p>Legitimate interests: to carry out a fair recruitment process including giving candidates the opportunity to discuss their disclosure with the School before a</p>	<p>To make an informed recruitment decision and given candidates the opportunity to discuss their disclosure with the School.</p> <p>To comply with legal/regulatory obligations</p>

		<p>DBS check is obtained.</p> <p>To comply with our legal obligations including those contained in the statutory guidance for schools: <i>Keeping Children Safe in Education (KCSIE)</i>.</p>	<p>For further information, see * below</p>
--	--	---	---

Regular review of this policy will enable staff to evaluate the effectiveness of this policy and our practice.

**Table 2: About the Information we collect and hold before making a final decision to recruit**

<b>The information we collect</b>	<b>How we collect the information</b>	<b>Why we collect the information</b>	<b>How we use and may share the information</b>
<p>Information about your previous academic and/or employment history, including details of any conduct, grievance or performance issues, appraisals, time keeping and attendance, the reason you left your current or most recent post, and facts of any substantiated safeguarding concerns/allegations that meet the harm threshold under the statutory guidance "<i>Keeping Children Safe in Education</i>" (KCSIE), from references obtained about you from previous employers and/or education providers <input type="checkbox"/></p>	<p>From your referees (details of whom you will have provided)</p>	<p>Legitimate interest: to make an informed decision to recruit</p> <p>To comply with our legal obligations including those contained in the statutory guidance for schools: <i>Keeping Children Safe in Education (KCSIE)</i>.</p> <p>Legitimate interests: to maintain employment records and to comply with legal, regulatory and governance obligations and good employment practice</p>	<p>To obtain the required reference about you</p> <p>To comply with legal/regulatory obligations</p> <p>Information shared with relevant managers and HR personnel</p>

<p>In respect of applicants who have lived or worked outside the UK, information about any sanctions or restrictions and/or any circumstances impacting your suitability to teach <input type="checkbox"/></p>	<p>For those who have taught outside the UK: a letter from the professional regulating authority in the country (or countries) in which you have worked</p> <p>Any further checks the school decides are necessary because of the applicant having lived outside the UK eg. oversees criminal records check or certificate of good conduct.</p>	<p>Legitimate interest: to make an informed decision to recruit</p> <p>To comply with our legal obligations including those contained in the statutory guidance for schools: <i>Keeping Children Safe in Education</i> (KCSIE).</p> <p>Legitimate interests: to maintain employment records and to comply with legal, regulatory and governance obligations and good employment practice</p>	<p>To comply with legal/regulatory obligations</p> <p>Information shared with relevant managers and HR personnel</p> <p>Information shared with DBS and other regulatory authorities as required</p>
<p>Information regarding your academic and professional qualifications <input type="checkbox"/></p>	<p>From you, from your education provider, from the relevant professional body</p>	<p>Legitimate interest: to verify the qualifications information provided by you</p> <p>To comply with our legal obligations</p>	<p>To make an informed recruitment decision</p>
<p>Information regarding your criminal record, in criminal records certificates (CRCs) and enhanced criminal records certificates (ECRCs) in accordance with the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) and, where appropriate, overseas</p>	<p>From the Disclosure and Barring Service (DBS)</p> <p>From overseas jurisdictions in accordance with Home Office guidance</p> <p>In respect of agency and third-party staff (supply staff), from any</p>	<p>To perform the employment contract</p> <p>To comply with our legal obligations</p> <p>Legitimate interest: For reasons of substantial public interest (preventing or detecting unlawful acts, and protecting the public against dishonesty)</p>	<p>To make an informed recruitment decision</p> <p>To carry out statutory checks</p> <p>Information shared with DBS and other regulatory authorities as required</p> <p>For further information, see * below</p>

criminal records checks <input type="checkbox"/>	agency or third party organisation  In respect of fee-funded trainee teachers, from the initial teacher training provider		
Your nationality and immigration status and information from related documents, such as your passport or other identification and immigration information <input type="checkbox"/>	From you and, where necessary, the Home Office	To enter into/perform the employment contract  To comply with our legal obligations  Legitimate interest: to maintain employment records	To carry out right to work checks  Information may be shared with the Home Office

You are required (by law or in order to enter into your contract of employment) to provide the categories of information marked '☐' above to us to enable us to verify your right to work and suitability for the position.

\* Further details on how we handle sensitive personal information and information relating to criminal convictions and offences are set out in our Recruitment, Selection and Disclosure Policy.

Authorised by	Catriona Buchanan
Date	Jan 2024

Review date	Jan 2025
Circulation	Via website