



## The Oratory Schools Association Job Applicant Privacy Notice

**Data controller: The Oratory Schools Association**

**Information Security officer: The Bursar**

As part of any recruitment process, the Oratory School Association (OSA) collects and processes personal data relating to job applicants. The OSA is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

### **What information does the OSA collect?**

The OSA collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, including benefit entitlements;
- whether or not you have a disability for which the organisation needs to make reasonable adjustments during the recruitment process;
- information about your entitlement to work in the UK; and
- equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health, and religion or belief, if you choose to submit this.

The OSA collects this information in a variety of ways. For example, data might be contained in application forms, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment.

The OSA will also collect personal data about you from third parties, such as references supplied by former employers, information from employment background check providers and information from criminal records checks.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

### **Why does the OSA process personal data?**

The OSA needs to process data to take steps at your request prior to entering into a contract with you. It also needs to process your data to enter into a contract with you.

In some cases, the OSA needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

The OSA has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the OSA to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The OSA may also need to process data from job applicants to respond to and defend against legal claims.

Where the OSA relies on legitimate interests as a reason for processing data, it has considered whether or not those interests are overridden by the rights and freedoms of employees or workers and has concluded that they are not.

The OSA processes health information if it needs to make reasonable adjustments to the recruitment process for candidates who have a disability. This is to carry out its obligations and exercise specific rights in relation to employment.

Where the OSA processes other special categories of data, such as information about ethnic origin, sexual orientation, health, religion or belief, age, gender or marital status, this is done for the purposes of equal opportunities monitoring with the explicit consent of job applicants, which can be withdrawn at any time.

The OSA is obliged to seek information about criminal convictions and offences. Where the organisation seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

If your application is unsuccessful, the OSA will keep your personal data on file for 6 months in case there are future employment opportunities for which you may be suited. The organisation will ask for your consent if you wish this to be extended to 1 year for this purpose and you are free to withdraw your consent at any time.

#### **Who has access to data?**

Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the HR team, interviewers involved in the recruitment process, managers in the department with a vacancy and IT staff if access to the data is necessary for the performance of their roles.

The OSA will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. The OSA will then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks and the Disclosure and Barring Service to obtain necessary criminal records checks.

The OSA will not transfer your data outside the European Economic Area.

#### **How does the OSA protect data?**

The OSA takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties. Please see the [Data Protection Policy](#) for more information.

#### **For how long does the OSA keep data?**

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If your application for employment is unsuccessful, the OSA will hold your data on file for 6 months after the end of the relevant recruitment process. If you agree to allow the OSA to keep your personal data on file, the OSA will hold your data on file for a further 6 months for consideration for future employment opportunities. At the end of that period [or once you withdraw your consent], your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your data will be held will be provided to you in a new employee privacy notice.

### **Your rights**

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require the organisation to change incorrect or incomplete data;
- require the organisation to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;
- object to the processing of your data where the organisation is relying on its legitimate interests as the legal ground for processing; and
- ask the organisation to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override the organisation's legitimate grounds for processing data.

If you would like to exercise any of these rights, please contact the Human Resources Department.

If you believe that the OSA has not complied with your data protection rights, you can complain to the Information Commissioner.

### **What if you do not provide personal data?**

You are under no statutory or contractual obligation to provide data to the OSA during the recruitment process. However, if you do not provide the information, the OSA may not be able to process your application properly or at all.

You are under no obligation to provide information for equal opportunities monitoring purposes and there are no consequences for your application if you choose not to provide such information.

### **Automated decision-making**

Recruitment processes are not based solely on automated decision-making.