

Privacy Notice for Prospective Employees

OUR SCHOOL PRAYER:

What does the Lord ask of you?

To act justly, to love mercy and to walk humbly with your God.

Micah 6vs.8

Privacy notice - how the school uses prospective employees' information

School Values

In our school, our Christian vision shapes all we do. All members of the school community are committed to upholding the St Michael's Church of England Christian vision:

- to show love, care, and kindness to all in our community
- to value what we have and to share with others
- to enable everyone to achieve their full potential

What categories of information are processed?

The categories of personal information that we process include the following:

- personal information – e.g., name, contact details, National Insurance number
- characteristics information – e.g., gender, age, ethnic group
- qualifications and, where relevant, the subjects taught
- recruitment information – e.g., documentation relating to employment checks, references

This list is not exhaustive – to access the current list of information the school processes, please ask the Assistant Headteacher, Facilities and Resources to access the school's Data Asset Register.

Why do we collect and use your information?

We collect and use your information for the following reasons:

- to inform the development of recruitment and retention policies
- to facilitate safer recruitment
- to review our recruitment performance

Under the UK General Data Protection Regulation (UK GDPR), the legal basis/bases we rely on for processing personal information for general purposes are:

- for the purpose of facilitating safer recruitment, in accordance with the legal basis of public task, paragraph 1 (a) of Article 6 and the School Staffing (England) Regulations 2009.

For special category data, we also rely on the following conditions under Article 9 of the UK GDPR:

- For the purpose of facilitating safer recruitment, in accordance with the legal basis of public task, paragraph 2 (d) of Article 9 and the School Staffing (England) Regulations 2009.

How do we collect your information?

We collect your personal information via the following methods:

- application forms
- questionnaires

Data relating to prospective employees is essential for the school's operational use. Whilst most of the information you provide us is mandatory, some of it is requested on a voluntary basis. We will inform you at the point of collection whether you are required to provide certain information to us or if you have a choice.

How do we store your information?

We create and maintain a file for each vacancy. The information contained in this file is kept secure and only used for purposes directly relevant to the recruitment of the post.

Your personal information is retained and disposed of in line with the school's Records Management Policy, which can be found <https://st-michaels.sandwell.sch.uk/gdpr/>.

For more information about how we securely store your information, please see the school's **Cyber-security Policy** which can be found on the school website at <https://st-michaels.sandwell.sch.uk/gdpr/>.

Who do we share your information with?

We routinely share your information with:

- Ofsted

Why do we share your information?

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

We share information about prospective employees with Ofsted to evidence the school's recruitment process and equality of opportunity, in accordance with the School Staffing (England) Regulations 2009 and the Equality Act 2010.

Any information we share with other parties is transferred securely and held by the other organisation in line with their data security policies.

What are your rights?

You have specific rights to the processing of your data. These are the right to:

- request access to the information the s we hold about you
- restrict our processing of your personal data, i.e., permitting its storage but no further processing
- object to direct marketing (including profiling) and processing for the purposes of scientific/historical research and statistics
- have your personal data rectified if it is inaccurate or incomplete
- not be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect on you
- request the deletion or removal of personal data where there is no compelling reason for the continued processing

If you want to request access to the personal information we hold about you, please contact our data protection officer (DPO) Chenille Tennant , Sips Education, Guardian House, Cronehills Linkway, West Bromwich B70 8SW, 0121 296 3000 or by email at chenille.tennant@sipseducation.co.uk.

If you are concerned about the way in which we are collecting or using your information, please raise your concern with the school's DPO in the first instance. You can also contact the ICO at <https://ico.org.uk/concerns/>.

How to withdraw consent and lodge complaints

Where our school processes your personal data with your consent, you have the right to withdraw your consent at any time.

If you change your mind or are unhappy with how our school uses your personal data, you should let us know by contacting the DPO, Chenille Tennant, 0121 296 3000 or by email at chenille.tennant@sipseducation.co.uk.

Updating this privacy notice

We made need to update this privacy notice periodically if we change how we collect and process data. We recommend that you revisit this privacy notice periodically.

This privacy notice was last updated on 30th September 2024.

How can you find out more information?

If you would like to discuss anything in this privacy notice, please contact Chenille Tennant . 0121 296 3000 or by email at chenille.tennant@sipseducation.co.uk.

If you require further information about how we and/or the DfE store and use your personal data, please visit our website, www.st-michaels.sandwell.sch.uk, the Gov.UK website(<https://www.gov.uk/guidance/data-protection-how-we-collect-and-share-research-data>), or download our Data Protection Policy and Records Management Policy at <https://st-michaels.sandwell.sch.uk/gdpr/>.