



ALDENHAM
— FOUNDATION —

Recruitment Privacy Notice

Reviewed November 2024
By the Bursar

Data Protection Privacy Notice (Recruitment)

The Aldenham Foundation is committed to protecting the privacy and security of your personal information. This privacy notice describes how we collect and use personal information about you during and after your working relationship with us, in accordance with the General Data Protection Regulation (GDPR).

Introduction

This notice explains what personal data 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 Foundation, including positions as a member of staff (full time or part time), contractors, workers, governors, volunteers and peripatetic staff. We are required to notify you of this information, under data protection legislation. Please ensure that you read this notice (sometimes referred to as a '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.

Data Protection Manager

We have appointed Karl Mahon, the Bursar as the Foundation's Data Protection Manager (DPM) to oversee compliance with this Privacy Notice. If you have any questions about this Privacy Notice or how we handle your personal information, please contact the DPM. You have the right to make a complaint at any time to the Information Commissioner's Office (ICO), the UK supervisory authority for data protection issues.

Who collects the information?

The Aldenham Foundation is a 'data controller' and gathers and uses certain information about you.

Data Protection Principles

We will comply with the data protection principles when gathering and using personal information, as set out in our Staff Privacy Notice.

About the information we collect and hold

The table set out below in Part 1 summarises the information we collect and hold. This also includes the shortlisting stage of the recruitment process, how and why we do so, how we use it and with whom it may be shared.

The table set out in Part 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. 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 at our offices and third-party agencies, service providers, representatives and agents as described above.

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 is successful, and you 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 confidentially destroyed. If there is a clear business reason for keeping recruitment records for longer than the recruitment period, we may do so but will first consider whether the records can be pseudonymised, and the longer period for which they will be kept.

If your application is successful, we will keep only the recruitment information that is necessary in relation to your employment. For further information, see the Staff Privacy Notice.

Your rights to correct and access your information and to ask for it to be erased

Please contact the DPM who can be contacted if (in accordance with applicable law) 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. You also have the right to ask the DPM for some but not all of the information we hold and process to be erased (the 'right to be forgotten') in certain circumstances. The DPM will provide you with further information about the right to be forgotten, if you ask for it.

Keeping your personal information secure

We have appropriate security measures in place to prevent personal information from being accidentally lost, or used or accessed in an unauthorised way. We limit access to your personal information to those who have a genuine business 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 data security breach. We will notify you and any applicable regulator of a suspected data security breach where we are legally required to do so.

Information we Collect and Hold

Part 1 Up to and including the shortlisting stage

The information we collect	How we collect the information	Why we collect the information	How we use and may share the information
Your name and contact details (ie address, home and mobile phone numbers, email address)	From you in the completed application form	Legitimate interest: to carry out a fair recruitment process; to progress your application, arrange interviews and inform you of the outcome at all stages.	To enable HR personnel or the manager of the relevant department to contact you to progress your application, arrange interviews and inform you of the outcome. To inform the relevant manager or department of your application.
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; to make an informed decision to shortlist for interview and (if relevant) to recruit.	To make an informed recruitment decision.
Your name, contact details and details of your qualifications, experience, employment history and interests	From you, in the completed application form and	Legitimate interest: to carry out a fair recruitment process.	To see whether an associated School has any suitable vacancies.

	interview notes (if relevant).	Legitimate interest: if you are unsuccessful in your application, your details may be passed on to an associated School to see if they have any suitable vacancies.	
Your racial or ethnic origin, sex and sexual orientation, religious or similar beliefs	From you, in a completed anonymised equal opportunities monitoring form.	To comply with our legal obligations and for reasons of substantial public interest (equality of opportunity or treatment).	To comply with our equal opportunities monitoring obligations and to follow our equality and other policies * For further information, see below.
Information regarding your criminal record	From you, in your completed application form.	To comply with our legal obligations For reasons of substantial public interest (preventing or detecting unlawful acts, and protecting the public against dishonesty).	To make an informed recruitment decision. To carry out statutory checks. Information shared with DBS and other regulatory authorities as required. For further information, see * below.

Details of your referees	From your completed application form.	Legitimate interest: to carry out a fair recruitment process In the regulated sector, to comply with our legal obligations to request references	To carry out a fair recruitment process. To comply with legal/regulatory obligations. Information shared with relevant managers, HR personnel and the referee.
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Part 2 Before making a final decision to recruit

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.

The information we collect	How we collect the information	Why we collect the information	How we use and may share the information
Information about your previous academic and/or employment history, including details of any conduct, grievance or performance issues, appraisals, time and attendance, from references obtained about you from previous	From your referees (details of whom you will have provided).	Legitimate interest: to make an informed decision to recruit. To comply with our legal obligations. To maintain employment records and to comply with legal, regulatory and governance obligations	To obtain the relevant reference about you. To comply with legal/regulatory obligations. Information shared with relevant managers and HR personnel.

employers and/or education providers. <input type="checkbox"/>		and good employment practice.	
Information regarding your academic and professional qualifications. <input type="checkbox"/>	From you, from your education provider, from the relevant professional body.	Legitimate interest: to verify the qualifications information provided by you.	To make an informed recruitment decision.
Information regarding your criminal record, in criminal records certificates (CRCs) and enhanced criminal records certificates (ECRCs). <input type="checkbox"/>	From you and from the Disclosure and Barring Service (DBS).	To perform the employment contract. To comply with our legal obligations. Legitimate interest: to verify the criminal records information provided by you. For reasons of substantial public interest (preventing or detecting unlawful acts, and protecting the public against dishonesty).	To make an informed recruitment decision. To carry out statutory checks. Information shared with DBS and other regulatory authorities as required. For further information, see * below.
Your nationality and immigration status and information from related documents, such as your	From you and, where	To enter into/perform the employment contract.	To carry out right to work checks.

<p>passport or other identification and immigration information. <input type="checkbox"/></p>	<p>necessary, the Home Office.</p>	<p>To comply with our legal obligations.</p> <p>Legitimate interest: to maintain employment records.</p>	<p>Information may be shared with the Home Office.</p>
<p>A copy of your driving licence if using school vehicles. <input type="checkbox"/></p>	<p>From you</p>	<p>To enter into/perform the employment contract.</p> <p>To comply with our legal obligations.</p> <p>To comply with the terms of our insurance.</p>	<p>To make an informed recruitment decision.</p> <p>To ensure that you have a clean driving licence.</p> <p>Information may be shared with our insurer.</p>

* 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 and Procedure and the Policy in the Recruitment of Ex-Offenders and Security of Disclosures information. These policies are available on the HR Portal and on Sharepoint. Please contact the HR department for more information.