

# APPLICANT PRIVACY NOTICE



## Data controller: Solo Service Group Ltd (SSG)

As part of any recruitment process, SSG collects and processes personal data relating to job applicants. SSG is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

## What information does the organisation collect?

The organisation 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.
- Criminal conviction details

SSG may collect this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, or collected through interviews.

SSG may 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. SSG will seek information from third parties only once a job offer to you has been made and will inform you that it is doing so.

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 organisation process personal data?

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

In some cases, SSG 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.

SSG has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data

<b>Prepared by</b>	Carli Kennedy - Data Protection Team	<b>Approved by</b>	Lewis Elsey QC
<b>Issue No</b>	1	<b>Issue Date</b>	May 2018
<b>Section No</b>	Applicant Privacy Notice		Page 1 of 3

## APPLICANT PRIVACY NOTICE

from job applicants allows the organisation to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. SSG may also need to process data from job applicants to respond to and defend against legal claims.

SSG may process information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability. This is to carry out its obligations and exercise specific rights in relation to employment.

Where SSG processes other special categories of data, such as information about ethnic origin, sexual orientation, health or religion or belief, this is for equal opportunities monitoring purposes.

For some roles, SSG 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.

The organisation will not use your data for any purpose other than the recruitment exercise for which you have applied.

### Who has access to data?

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

SSG will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. The organisation 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 or Police Vetting Services to obtain necessary criminal records checks.

Your data may be transferred outside the European Economic Area (EEA) for our IT system back up storage purposes. Data is transferred outside the EEA on the basis EU-US Privacy Shield compliance being in place.

### How does the organisation protect data?

SSG 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.

<b>Prepared by</b>	Carli Kennedy - Data Protection Team	<b>Approved by</b>	Lewis Elsey QC
<b>Issue No</b>	1	<b>Issue Date</b>	May 2018
<b>Section No</b>	Applicant Privacy Notice		Page 2 of 3

# APPLICANT PRIVACY NOTICE



## How long does the organisation keep data?

If your application for employment is unsuccessful, the organisation will hold your data on file for 6 months after the end of the relevant recruitment process. At the end of that period or if you withdraw your consent, your data is 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 is listed in our retention policy.

## 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 object to the processing your data, for example where the data is no longer necessary for the purposes of processing; and
- object to the processing of your data where the organisation is relying on its legitimate interests as the legal ground for processing.
- request the transfer of your data to another party

[If you would like to exercise any of these rights, please contact [helpdesk@soloservicegroup.com](mailto:helpdesk@soloservicegroup.com)

If you believe that the organisation 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 organisation during the recruitment process. However, if you do not provide the information, the organisation may not be able to process your application properly or at all.

## Automated decision-making

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

<b>Prepared by</b>	Carli Kennedy - Data Protection Team	<b>Approved by</b>	Lewis Elsey QC
<b>Issue No</b>	1	<b>Issue Date</b>	May 2018
<b>Section No</b>	Applicant Privacy Notice		Page 3 of 3