



## **Privacy Notice – Job Applicants**

This privacy notice may need to be updated periodically so it is recommended that you revisit this information from time to time.

This version was last updated in **November 2025**

## **HOW THE SCHOOL USES JOB APPLICANT INFORMATION**

This Privacy Notice for job applicants explains how Woldingham School collects, stores and uses personal data about individuals as part of our recruitment process. Woldingham school is the 'Data Controller' and as such, it is registered with the ICO (Information Commissioner's Office) and it complies with UK General Data Protection Regulation (UK GDPR). Woldingham School's ICO registration number is Z1260566. Our Data Protection Officer (DPO) is SchoolPro TLC Ltd (dpo@schoolpro.uk).

### **THE CATEGORIES OF JOB APPLICANT INFORMATION THAT ARE PROCESSED INCLUDE:**

The School collects a range of information about you, this includes:

- Your name, address and contact details, including email address and telephone number.
- Relevant documentation which confirms your identification and proof of address.
- Details of your education, qualifications and training, including membership of professional bodies.
- Information about your current level of remuneration, including benefit entitlements.
- Information about your continuous service in Local Government Employment.
- Details of your skills, experience, current employment and previous employment.
- Details of relationships you may have with current employees within the Trust.
- Relevant information to enable us to undertake safer recruitment in education checks, including details of referees.
- Whether or not you have a disability for which the School need to make reasonable adjustments during the recruitment process.
- Information about your entitlement to work in the UK.
- Equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health, and religion or belief.
- Information on any incidents or issues that may have been identified in online checks of publicly available information.

### **WHY THE SCHOOL COLLECTS AND USES JOB APPLICANT INFORMATION**

Job applicant data is used to:

- Take steps at your request prior to entering into a contract with you
- Enter into a contract with you
- Ensure that the School is complying with our legal obligations

Under the UK General Data Protection Regulation (UK GDPR), the legal basis / bases the School relies on for processing personal information for general purposes are: (6a) Consent; (6c) A Legal obligation; (6d) A duty to safeguard pupils; (6e) Public task.

Special Categories of data are set out in Article 9 of the UK General Data Protection Regulation. Woldingham School will work within the conditions of GDPR - Article 9 of the UK GDPR: (9.2a) explicit consent; (9.2b) processing is necessary for the purposes of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment and social security and social protection law; (9.2c) where processing is necessary to protect the vital interests of the data subject or of another natural person; (9.2f) for the establishment, exercise or defence of legal claims; (9.2g) reasons of substantial public interest; (9.2j) for archiving purposes in the public interest.

The School processes criminal offence data under Article 10 of the UK GDPR.

The School's Data Protection Policy highlights the conditions for processing in Schedule 1 of the Data Protection Act 2018 that the School processes Special Category and Criminal Offence data under.

### **COLLECTING & STORING JOB APPLICANT INFORMATION**

The School collects this information in a variety of ways such as through application forms or CVs, and will also collect personal data about you from third parties, such as references supplied by former employers. It will also carry out an online search about you for information that is publicly available online. This will include social media accounts you may hold.

The School holds data securely in a range of different places for the set amount of time shown in our Data Retention and Storage Policy.

### **WHO THE SCHOOL SHARES JOB APPLICANT INFORMATION WITH**

Your information will be shared internally for the purposes of the recruitment exercise. The School will also share data with employment background check providers to obtain necessary background checks and the Disclosure and Barring Service to obtain necessary criminal records checks.

### **REQUESTING ACCESS TO YOUR PERSONAL DATA**

The UK-GDPR gives you certain rights about how your information is collected and used. To make a request for your personal information, contact the school Compliance Officer at [privacy@woldinghamschool.co.uk](mailto:privacy@woldinghamschool.co.uk).

You also have the following rights:

- the right to be informed about the collection and use of your personal data – this is called 'right to be informed'.
- the right to ask the School for copies of personal information it has about you – this is called 'right of access', this is also known as a subject access request, data subject access request or right of access request.

- the right to ask the School to change any information you think is not accurate or complete – this is called ‘right to rectification’.
- the right to ask the School to delete your personal information – this is called ‘right to erasure’
- the right to ask the School to stop using your information – this is called ‘right to restriction of processing’.
- the ‘right to object to processing’ of your information, in certain circumstances
- rights in relation to automated decision making and profiling.
- the right to withdraw consent at any time (where relevant).
- the right to complain to the Information Commissioner if you feel the School has not used your information in the right way.

There are legitimate reasons why the School may refuse your information rights request, which depends on why the School is processing it. For example, some rights will not apply:

- right to erasure does not apply when the lawful basis for processing is legal obligation or public task.
- right to portability does not apply when the lawful basis for processing is legal obligation, vital interests, public task or legitimate interests.
- right to object does not apply when the lawful basis for processing is contract, legal obligation or vital interests. And if the lawful basis is consent, you don’t have the right to object, but you have the right to withdraw consent.

If you have a concern about the way the School is collecting or using your personal data, we ask that you raise your concern with the School in the first instance, or with the Data Protection Officer which is SchoolPro TLC Ltd via [DPO@schoolpro.uk](mailto:DPO@schoolpro.uk).

Alternatively, you can contact the Information Commissioner’s Office at <https://ico.org.uk/concerns/>.

### **WITHDRAWAL OF CONSENT AND THE RIGHT TO LODGE A COMPLAINT**

Where the School is processing your personal data with your consent, you have the right to withdraw that consent. If you change your mind, or you are unhappy with the School’s use of your personal data, please let the School know by contacting [hr@woldinghamschool.co.uk](mailto:hr@woldinghamschool.co.uk)

Under Section 164A of the Data Protection Act 2018, you have a statutory right to complain if you believe your personal data has been handled inappropriately.

If you wish to raise a concern about how your personal data is processed, please contact the School directly at [privacy@woldinghamschool.co.uk](mailto:privacy@woldinghamschool.co.uk).