

Candidate Privacy Notice

Data controller: Cumbria Wildlife Trust, Plumgarths, Crook Road, Kendal, Cumbria, LA8 8LX ('the Employer')

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

What information does the Employer collect?

The Employer 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 Employer needs to make reasonable adjustments during the recruitment process;
- details of criminal convictions that the Employer is legally entitled to ask; and
- information about your entitlement to work in the UK.

The Employer 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 or other forms of assessment.

The Employer 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.

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 Employer process personal data?

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

The Employer may process special categories of data, such as information about ethnic origin, sexual orientation or religion or belief, to monitor recruitment statistics. It may also collect information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability. The Employer processes such information to carry out its obligations and exercise specific rights in relation to employment: this data is not used as part of the selection process.

The Employer will seek information about unspent criminal convictions. For some roles, the Employer is also obliged to seek information about spent criminal convictions and offences. The Employer seeks this information because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

The Employer may contact you during the 12-month period following this application if suitable opportunities arise in this period, even if you are unsuccessful on this occasion. If you object to this on application, the Employer 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, 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. In some cases, partner organisations may be involved in the recruitment process and therefore may be provided with a copy of your application to review.

The Employer will not share your data with third parties, beyond partner organisations that are involved in the recruitment process, unless your application for employment is successful and it makes you an offer of employment. The Employer 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 Employer will not transfer your data outside the European Economic Area during the recruitment process. All of the personal data we process is processed by our staff in the UK. Once employed, for the purposes of IT hosting and maintenance your information may be situated outside of the European Economic Area (EEA).

How does the Employer protect data?

The Employer 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.

For how long does the Employer keep data?

If your application for employment is unsuccessful, the Employer will hold your data on file for one year after the end of the relevant recruitment process. At the end of that period your data will be deleted or destroyed. Any information relating to criminal convictions and entitlement to live and work in the UK will be destroyed for unsuccessful candidates when an offer of employment is accepted by the successful candidate.

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 an 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 Employer to change incorrect or incomplete data;
- require the Employer to delete or stop 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 Employer is relying on its legitimate interests as the legal ground for processing.

If you would like to exercise any of these rights, please contact the Director of Finance and Resources in writing at Cumbria Wildlife Trust, Plumgarths, Crook Road, Kendal, Cumbria, LA8 8LX or by email to mail@cumbriawildlifetrust.org.uk.

If you believe that the Employer 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 Employer during the recruitment process. However, if you do not provide the information, the Employer 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.