



Privacy Notice – Job Applicants
Last Reviewed: September 2025
Next Review: September 2027
Implementation from: October 2025
Cycle: Two Years
Version: 2.0



Privacy Notice – Job Applicants Introduction

When applying for a position in the Trust, as an organisation we are the Data Controller. That means we have a statutory responsibility to explain how we collect, manage, use and store information about applicants.

You have a right to be informed about how our trust uses any personal data that we collect about you. This privacy notice, and our Data Protection Policy, explains our data usage when you apply for a job with us.

What Information Do We Collect?

Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:

- Name, address and contact details, including email address and telephone number
- Copies of right to work documentation
- References
- Evidence of qualifications
- Information about your current role, level of remuneration, including benefit entitlements
- Employment records, including work history, job titles, training records and professional memberships

We may also request and collect, use, store and share (when appropriate) information about you that falls into "special categories" of more sensitive personal data. This includes, but is not restricted to:

- Information about race, ethnicity, religious beliefs, sexual orientation
- Whether or not you have a disability for which the school needs to make reasonable adjustments during the recruitment process
- Photographs and CCTV images captured in school

We may also collect, use, store and share (when appropriate) information about criminal convictions and offences.

We may also hold data about you that we have received from other organisations, including other Trusts and social services, and the Disclosure and Barring Service in respect of criminal offence data. We may choose to conduct an online search as part of the application process.

Every Trust has statutory obligations that are set out in 'Keeping Children Safe in Education' and other guidance and regulations.



Why We Use This Data?

The Trust 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.

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

The Trust 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 the Trust processes other special categories of data, such as information about ethnic origin, sexual orientation, disability or religion or belief, this is for equal opportunities monitoring purposes.

For some roles, the Trust is obliged to seek information about criminal convictions and offences. Where the Trust 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 Trust will not use your data for any purpose other than the recruitment exercise for which you have applied.

How Do We Use the Data?

Your information may be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, shortlisting and interview panel members involved in the recruitment process (this may include external panel members), and IT staff if access to the data is necessary for the performance of their roles.

The Trust will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. As well as circulating your application and related materials to



the appropriate staff at the school, we will share your personal information for the above purposes as relevant and necessary with:

- your referees
- Disclosure & Barring Service (DBS) in order to administer relevant recruitment checks and procedures
- UK Visas & Immigration (UKVI) in order to administer relevant recruitment checks and procedures
- Where relevant and as required for some posts, the Teacher Regulation Authority checks

Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent, and explain how you would go about withdrawing consent if you wish to do so.

Automated Decision Making and Profiling

We do not currently process any personal data through automated decision making or profiling. If this changes in the future, we will amend any relevant privacy notices in order to explain the processing to you, including your right to object to it.

Collecting This Data

As a Trust, we have a legal obligation to safeguard and protect our pupils and also staff, volunteers and visitors to our setting. We collect the data for specific purposes.

What If You Do Not Provide Personal Data?

You are under no statutory or contractual obligation to provide data to the Trust during the recruitment process. However, if you do not provide the information, the school may not be able to process your application properly or at all.

Whenever we seek to collect information from you, we make it clear whether you must provide this information for us to process your application (and if so, what the possible consequences are of not complying), or whether you have a choice.

Most of the data we hold about you will come from you, but we may also hold data about you from:

- Local authorities



- Government departments or agencies
- Police forces, courts, tribunals

How We Store This Data

The Trust 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.

We will dispose of your personal data securely when we no longer need it.

We keep applicant data for a period of up to 6 months if an applicant is not successful. If you would like us to delete your data sooner, please let us know. Successful applicants' data is retained in accordance with our employee privacy notice.

Successful applicants who secure a position then come within the employee/school workforce provisions.

Transferring Data Internationally

We do not routinely transfer your personal data outside the UK. If such transfers are necessary, we will ensure appropriate safeguards are in place.

Your Rights

Under UK GDPR, you have the following rights regarding your personal data:

- Right to be informed (as set out in this notice)
- Right of access
- Right to rectification
- Right to erasure (to be forgotten)
- Right to restrict processing
- Right to data portability
- Right to object to processing
- Rights in relation to automated decision-making and profiling



- Right to withdraw consent at any time (where processing is based on consent)

To exercise any of these rights, please contact our Data Protection Officer at dpo@feps.co.uk or our data protection lead, Lisa Parkin, at l.parkin@stfranciscmat.com

Complaints

We take any complaints about our collection and use of personal information seriously. Our complaints policy deals with the different stages of any complaint, and how this is managed within Trust.

You can also contact our Data Protection Officer or contact the Information Commissioner's Office:

Report a concern online at <https://ico.org.uk/make-a-complaint/>

Call 0303 123 1113

Or write to:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

Contact Us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our data protection officer:

Our data protection officer is:

Ben Cain

Fusion Education People Services

First Floor, Unit A, Cedar Court Office Park

Denby Dale Road

Wakefield

WF4 3FU

Email: dpo@feps.co.uk

Tel: 01709 914070 | Email: admin@stfranciscmat.com | www.stfcmat.com

Registered Office: The Old Grammar School, 13 Moorgate Road, Rotherham, S60 2EN



However, our data protection lead has day-to-day responsibility for data protection issues in our Trust.

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact Lisa Parkin, Executive PA, St Francis Catholic Multi Academy Trust – l.parkin@stfranciscmat.com

Review

A review of the effectiveness of UK GDPR compliance and processes will be conducted by the Data Protection Officer every two years.