

APPLICATION For Employment FORM (Basic)

Please complete this application form in black ink and then return it to:

HR Department  
Brag Enterprises  
Crosshill Business Centre  
Main Street  
Crosshill  
KY5 8BJ

Or enquiries@brag.co.uk

Post being applied for:

|  |  |  |  |
| --- | --- | --- | --- |
| **Personal information** | | | |
| Surname: | | | |
| Forenames: | | | |
| Title (Mr, Mrs, Miss, Ms, etc.): | | | |
| Previous names (if any): | | | |
| Current address: | | | |
| Daytime telephone number: | | | |
| Do you have the right to take up employment in the UK?  If no, please provide further details. | | YES/NO |  |
| If you do not have the right to take up employment in the UK, would you wish us to assist you in applying for the right to work? | | YES/NO |  |
| Any dates you are **not** available for interview: | | | |
| **Education and qualifications** From GCSE or equivalent to degree level in chronological order | | | |
| **Establishment** | | **Qualifications gained** | |
| **Employment history** Please give details of your last three jobs, beginning with your present or most recent. Any relevant posts held before then may also be mentioned. (last 10 years only) | | | |
| **From** | **To** | **Name and address of employer** | **Job title, description of key duties and responsibilities, reason for leaving and salary on leaving** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
| Do you hold a full driving license? If yes, do you have any current endorsements and what are they for? | | | |
| Giving consideration to the job description and person specification, do you have any other training, qualifications, skills or personal qualities that you feel you have that is relevant to the post? (Max 300 words) | | | |
| Please give details of, and provide an explanation for, any time when you were not either working or in full-time education. | | | |
| Have you made a previous application to the Company? If so, when was this and what was the outcome? | | | |
| Please use this space to say why you are interested in the post for which you have applied, why you believe you are the best person for the job and provide any other information that you feel will assist your application. (max 300 words) | | | |
| How many weeks’ or months’ notice do you have to give to your current employer? | | | |
| If you have a disability, please give details of any special arrangements or adjustments you would require to attend interview. | | | |
| Do you know, or are you related to, any other employees of the Company? If your answer is “yes”, please provide the name or names of the employee(s) and either the capacity in which you know them or your relationship to them. | | | |
| **Referees** Please give details of two referees, one of whom should be your current or most recent employer or, if this is an application for your first job, your school teacher or higher or further education lecturer. The other should not be a relative or contemporary. | | | |
| **First referee** | | **Second referee** | |
|  | | | |

Declaration

I declare that the information I have given on this form is, to the best of my knowledge, true and complete. I understand that if it is subsequently discovered any statement is false or misleading, or that I have withheld relevant information, my application may be disqualified or, if I have already been appointed, I may be dismissed.

I hereby give my consent to the Company processing the data supplied on this application form for the purpose of recruitment and selection. I accept that if my application is successful, this application form will form part of my Personnel file and, in that case, I consent to the data on it being processed for all purposes in connection with my employment.

Signed: ………………………………………………….

Date: …………………………………………………………



EQUAL OPPORTUNITIES MONITORING FORM

In accordance with its equal opportunities statement, the Company will provide equal opportunities to all employees and job applicants and will not discriminate either directly or indirectly because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation.

In order to enable the Company to ensure compliance with its policy statement, a system of monitoring has been set up. We have only asked for your name so that monitoring can take place both at the shortlisting for interview stage and at the appointment stage. Once an appointment has been made, the data given on this form will be stored on computer in an anonymised format and the form will then be destroyed.

You may, of course, decide not to answer one or any of these questions but if you do respond, all information provided will be treated in confidence and will be used solely by the Human Resources Department for the purpose of providing statistics for equal opportunities monitoring. The monitoring form does not form part of your application and will therefore be detached from it on receipt and stored separately. You can always mail this form separately if you wish.

Thank you for your assistance in completing this form.

|  |  |  |
| --- | --- | --- |
| Name: |  |  |
| Post title: |  |  |
| Gender: | Male |  |
|  | Female |  |
|  | Transgender |  |
|  | Undergone, or undergoing, male to female gender reassignment |  |
|  | Undergone, or undergoing, female to male gender reassignment |  |
|  | Prefer not to say |  |
| Marital status: | Married |  |
|  | Single |  |
|  | In a civil partnership |  |
|  | Other (please specify) |  |
|  | Prefer not to say |  |
| Age band: | Under 18 |  |
|  | 18 - 29 |  |
|  | 30 -39 |  |
|  | 40 - 49 |  |
|  | 50 - 59 |  |
|  | 60 - 65 |  |
|  | Over 65 |  |
|  | Prefer not to say |  |
| Sexual orientation: | Heterosexual |  |
|  | Homosexual |  |
|  | Bisexual |  |
|  | Prefer not to say |  |
| Disabilities: | None |  |
|  | Physical disability (please specify) |  |
|  | Mental disability (please specify) |  |
|  | Prefer not to say |  |
| Race/nationality/ethnic origin: | White | English |
|  |  | Scottish |
|  |  | Welsh |
|  |  | Irish |
|  |  | British |
|  |  | Other white background (please specify) |
|  | Mixed | White and Black Caribbean |
|  |  | White and Black African |
|  |  | White and Black British |
|  |  | White and Asian |
|  |  | Other mixed background (please specify) |
|  | Asian | Indian |
|  |  | Pakistani |
|  |  | Bangladeshi |
|  |  | British |
|  |  | Other Asian background (please specify) |
|  | Black | Caribbean |
|  |  | African |
|  |  | British |
|  |  | Other black background (please specify) |
|  | Chinese |  |
|  | Other ethnic group (please specify) |  |
|  | Prefer not to say |  |
| Religion: | Christian (please specify which denomination) |  |
|  | Jewish |  |
|  | Sikh |  |
|  | Muslim |  |
|  | Hindu |  |
|  | Buddhist |  |
|  | Rastafarian |  |
| Religion: | Baha’i faith |  |
|  | Shinto |  |
|  | Chinese folk religion |  |
|  | Non-religious/non-believer |  |
|  | Other religion (please specify) |  |
|  | Prefer not to say |  |

For the purposes of compliance with the Data Protection Act 1998, I hereby confirm that by completing this form I give my consent to the Company processing the data supplied on this form for the purpose of equal opportunities monitoring.

Signed:

Date:

**Rehabilitation of Offenders Act 1974**In order to protect the public, some posts at Brag Enterprises are exempt from certain provisions of the Rehabilitation of Offenders Act 1974.

After careful consideration this post has been deemed suitable for a **basic disclosure only**. You are therefore only required to disclose past or pending cautions or convictions, under the terms of the Rehabilitation of Offenders Act 1974. All information you do provide will be kept in the strictest confidence and only used for the purpose of assessing your suitability for the post you have applied for and only after we have considered it alongside the person specification. To assist us please read the guidance and use the attached declaration form returning it separately in an envelope marked “private and confidential”. If your emailing this to us please send it direct to [VMcCann@brag.co.uk](mailto:VMcCann@brag.co.uk) and mark private and confidential referencing the post in the title

**Please note all applicants should complete this form**

**PRIVATE & CONFIDENTIAL**

**CRIMINAL RECORDS DECLARATION FORM FOR BASIC DISCLOSURE POSTS ONLY**

**Please complete and sign this section as failure to do so could prevent further consideration of your application.**

Please give details regarding convictions (‘unspent’) by answering the questions in section 1. Please sign and date the Criminal Record Declaration Form in section 3.

If you have no unspent convictions to disclose, please go straight to section 3 and sign the Declaration Form.

If you require more space, please continue on a separate sheet.

**CRIMINAL RECORD DECLARATION FORM**

**Section 1:**

**Does your name appear on any National Lists (i.e. Excluded from Working with**

**Children List or Sex Offender Register) which would exclude you from working with any of these groups. If No say so and if yes please give details?**

**Section 2:**

**Please give the date and details of any unspent conviction(s) that you were charged with, the sentence that you received and the court where your conviction(s) was heard at.**

**Please give us some details of the reasons that led to your offence(s)**

**Please give details of how you completed the sentence imposed, (for example did you pay your Fine as required, what conditions were attached to your Probation/Community Payback Order, and did you comply with the requirements of your order /custodial sentence?)**

**Do you still have conditions imposed up you?**

**Has any other organisation supported you to work through any of the above issues?**

**What have you learned from the experience that relates to this employment?**

Basic

**Section 3** **Declaration:**

I certify that the information contained in this form is true and correct to the best of my knowledge and realise that false information or omissions may lead to dismissal or withdrawal of a job offer.

Should you be successful in your application and be offered the position you have applied for you will be required to provide Brag Enterprises with a Basic Disclosure Certificate. You must apply for this and pass to Brag prior to your starting employment

Signature Date

Full Name (block capitals)

**NOTE: The information given on this form will be treated in the strictest confidence. Please enclose it in a sealed envelope, marked ‘Private and Confidential’ with your completed application form.**

**For Brag Enterprises Head Office Use Only:**

**Name**

**Level of Criminal Record Certificate Accessed**

**Unique Reference Number**

**Issue Date of Criminal Record Certificate**

 Basic

|  |  |
| --- | --- |
|  | **RELEVANT CONVICTIONS** |
|  | **For Brag Enterprises Use only** |
|  |  |
| **Relevant Convictions** | **YES/NO** |
|  |  |
| **Reasons** |  |
|  |  |
| **Interview** | **YES/NO** |
|  |  |
| **Questions asked at Interview** |  |
|  |  |
| **Decision - Relevant Convictions** | **YES/NO** |
| **Suitable for Appointment** | **YES/NO** |

**Signed \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (interview panel Chair)**

**Date** **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**



**GDPR Privacy Notice for Staff**

|  |  |  |
| --- | --- | --- |
|  |  | **DATE** |
| **Responsible Person:** | HR ADVISOR | 17/05/18 |
| **Authorised:** | CMT | May 2018 |
| **Approved:** | Quality  Group | 17/05/18 |

|  |  |  |
| --- | --- | --- |
|  |  | **DATE** |
| **Change note number:** |  |  |
| **Responsible**  **Person:** |  |  |
| **Authorised:** |  |  |
| **Approved:** |  |  |
| **Change To**  **Page(s):** |  |  |

**QM/LEVEL 1/CORPORATE PROCEDURES 48 May 2018**

* 1. **Purpose:**

The purpose of this document is to ensure all job applicants understand how their data is being used and how Brag comply with the General Data Protection Regulations (GDPR)

**2. Scope:**

**2.1** All Staff and Volunteers

**3. Accessibility**

**3.1** This policy is written in English but can be translated into Community Languages and also large print and audio for people with sight impairments and hearing difficulties.

**GDPR PRIVACY NOTICE for JOB APPLICANTS**

Data controller (“the Organisation”): Brag Enterprises Ltd

Controller’s representative (if any): Paul Melvin

Data protection officer (if applicable): Lesley McIlroy

***Introduction***

As part of any recruitment process, the Organisation collects and processes personal information, or personal data, relating to job applicants. This personal information may be held by the Organisation on paper or in electronic format.

The Organisation is committed to being transparent about how it handles your personal information, to protecting the privacy and security of your personal information and to meeting its data protection obligations under the General Data Protection Regulation (“GDPR”) and the Data Protection Act 2018. The purpose of this privacy notice is to make you aware of how and why we will collect and use your personal information during the recruitment process. We are required under the GDPR to notify you of the information contained in this privacy notice.

This privacy notice applies to all job applicants, whether they apply for a role directly or indirectly through an employment agency. It is non-contractual.

The Organisation has appointed a data protection officer to oversee compliance with this privacy notice. If you have any questions about this privacy notice or about how we handle your personal information, please contact either the data protection officer or the data controllers representative.

***Data protection principles***

Under the GDPR, there are six data protection principles that the Organisation must comply with. These provide that the personal information we hold about you must be:

1. Processed lawfully, fairly and in a transparent manner.
2. Collected only for legitimate purposes that have been clearly explained to you and not further processed in a way that is incompatible with those purposes.
3. Adequate, relevant and limited to what is necessary in relation to those purposes.
4. Accurate and, where necessary, kept up to date.
5. Kept in a form which permits your identification for no longer than is necessary for those purposes.
6. Processed in a way that ensures appropriate security of the data.

The Organisation is responsible for, and must be able to demonstrate compliance with, these principles. This is called accountability.

***What types of personal information do we collect about you?***

Personal information is any information about an individual from which that person can be directly or indirectly identified. It doesn’t include anonymised data, i.e. where all identifying particulars have been removed. There are also “special categories” of personal information, and personal information on criminal convictions and offences, which requires a higher level of protection because it is of a more sensitive nature. The special categories of personal information comprise information about an individual’s racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, health, sex life or sexual orientation and genetic and biometric data.

The Organisation collects, uses and processes a range of personal information about you during the recruitment process. This includes (as applicable):

* your contact details, including your name, address, telephone number and personal e-mail address
* personal information included in a CV, any application form, cover letter or interview notes
* references
* information about your right to work in the UK and copies of proof of right to work documentation
* copies of qualification certificates
* copy of driving licence
* other background check documentation
* details of your skills, qualifications, experience and work history with previous employers
* information about your current salary level, including benefits and pension entitlements
* your professional memberships
* *(insert details of any other personal information collected during recruitment)*.

The Organisation may also collect, use and process the following special categories of your personal information during the recruitment process (as applicable):

* whether or not you have a disability for which the Organisation needs to make reasonable adjustments during the recruitment process
* information about your racial or ethnic origin, religious or philosophical beliefs and sexual orientation
* information about criminal convictions and offences.

***How do we collect your personal information?***

The Organisation collects personal information about you during the recruitment process either directly from you or sometimes from a third party such as an employment agency. We may also collect personal information from other external third parties, such as references from current and former employers, information from background check providers, information from credit reference agencies and criminal record checks from the Disclosure Scotland. Other than employment agencies, the Organisation will only seek personal information from third parties during the recruitment process once an offer of employment or engagement has been made to you and we will inform you that we are doing so.

You are under no statutory or contractual obligation to provide personal information to the Organisation during the recruitment process.

Your personal information may be stored in different places, including on your application record, in the Organisation’s HR management system and in other IT systems, such as the e-mail system.

***Why and how do we use your personal information?***

We will only use your personal information when the law allows us to. These are known as the legal bases for processing. We will use your personal information in one or more of the following circumstances:

* where we need to do so to take steps at your request prior to entering into a contract with you, or to enter into a contract with you
* where we need to comply with a legal obligation
* where it is necessary for our legitimate interests (or those of a third party), and your interests or your fundamental rights and freedoms do not override our interests.

We need all the types of personal information listed under *“What types of personal information do we collect about you?”* primarily to enable us to take steps at your request to enter into a contract with you, or to enter into a contract with you, and to enable us to comply with our legal obligations. In some cases, we may also use your personal information where it is necessary to pursue our legitimate interests (or those of a third party), provided that your interests or your fundamental rights and freedoms do not override our interests. Our legitimate interests include: pursuing our business by employing employees, workers and contractors; managing the recruitment process; conducting due diligence on prospective staff and performing effective internal administration.

The purposes for which we are processing, or will process, your personal information are to:

* manage the recruitment process and assess your suitability for employment or engagement
* decide to whom to offer a job
* comply with statutory and/or regulatory requirements and obligations, e.g. checking your right to work in the UK
* comply with the duty to make reasonable adjustments for disabled job applicants and with other disability discrimination obligations
* ensure compliance with your statutory rights
* ensure effective HR, personnel management and business administration
* monitor equal opportunities
* enable us to establish, exercise or defend possible legal claims
* *(insert other purposes of the processing)*.

Please note that we may process your personal information without your consent, in compliance with these rules, where this is required or permitted by law.

***What if you fail to provide personal information?***

If you fail to provide certain personal information when requested, we may not be able to process your job application properly or at all, we may not be able to enter into a contract with you, or we may be prevented from complying with our legal obligations. You may also be unable to exercise your statutory rights.

***Why and how do we use your sensitive personal information?***

We will only collect and use your sensitive personal information, which includes special categories of personal information and information about criminal convictions and offences, when the law allows us to.

Some special categories of personal information, i.e. information about your health, and information about criminal convictions and offences, is processed so that we can perform or exercise our obligations or rights under employment law and in line with our data protection policy.

We may also process information about your health and information about any criminal convictions and offences where we have your explicit written consent. In this case, we will first provide you with full details of the personal information we would like and the reason we need it, so that you can properly consider whether you wish to consent or not. It is entirely your choice whether to consent. Your consent can be withdrawn at any time.

The purposes for which we are processing, or will process, health information and information about any criminal convictions and offences, are to:

* assess your suitability for employment or engagement
* comply with statutory and/or regulatory requirements and obligations, e.g. carrying out criminal record checks
* comply with the duty to make reasonable adjustments for disabled job applicants and with other disability discrimination obligations
* ensure compliance with your statutory rights
* ascertain your fitness to work
* ensure effective HR, personnel management and business administration
* monitor equal opportunities
* *(insert other purposes of the processing)*.

Where the Organisation processes other special categories of personal information, i.e. information about your racial or ethnic origin, religious or philosophical beliefs and sexual orientation, this is done only for the purpose of equal opportunities monitoring in recruitment and in line with our data protection policy. Personal information that the Organisation uses for these purposes is either anonymised or is collected with your explicit written consent, which can be withdrawn at any time. It is entirely your choice whether to provide such personal information.

We may also occasionally use your special categories of personal information, and information about any criminal convictions and offences, where it is needed for the establishment, exercise or defence of legal claims.

***Change of purpose***

We will only use your personal information for the purposes for which we collected it, i.e. for the recruitment exercise for which you have applied.

However, if your job application is unsuccessful, the Organisation may wish to keep your personal information on file for in case there are future suitable employment opportunities with us. We will ask for your consent before we keep your personal information on file for this purpose. Your consent can be withdrawn at any time.

***Who has access to your personal information?***

Your personal information may be shared internally within the Organisation for the purposes of the recruitment exercise, including with members of the HR department, members of the recruitment team, managers in the department which has the vacancy and IT staff if access to your personal information is necessary for the performance of their roles.

The Organisation will not share your personal information with third parties during the recruitment process unless your job application is successful and we make you an offer of employment or engagement. At that stage, we may also share your personal information with third parties (and their designated agents), including:

* external organisations for the purposes of conducting pre-employment reference and employment background checks
* Disclosure Scotland, to obtain a criminal record check
* former employers, to obtain references
* professional advisors, such as lawyers
* External IT services
* External HR services
* *(insert other third parties)*.

We may also need to share your personal information with a regulator or to otherwise comply with the law.

We may share your personal information with third parties where it is necessary to steps at your request to enter into a contract with you, or to enter into a contract with you, where we need to comply with a legal obligation, or where it is necessary for our legitimate interests (or those of a third party).

***How does the Organisation protect your personal information?***

The Organisation has put in place measures to protect the security of your personal information. It has internal policies, procedures and controls in place to try and prevent your personal information from being accidentally lost or destroyed, altered, disclosed or used or accessed in an unauthorised way. In addition, we limit access to your personal information to those employees, workers, agents, contractors and other third parties who have a business need to know in order to perform their job duties and responsibilities. You can obtain further information about these measures from our data protection officer.

Where your personal information is shared with third parties, we require all third parties to take appropriate technical and organisational security measures to protect your personal information and to treat it subject to a duty of confidentiality and in accordance with data protection law. We only allow them to process your personal information for specified purposes and in accordance with our written instructions and we do not allow them to use your personal information for their own purposes.

The Organisation also has in place procedures to deal with a suspected data security breach and we will notify the Information Commissioner’s Office (or any other applicable supervisory authority or regulator) and you of a suspected breach where we are legally required to do so.

***For how long does the Organisation keep your personal information?***

The Organisation will only retain your personal information for as long as is necessary to fulfil the purposes for which it was collected and processed.

If your application for employment or engagement is unsuccessful, the Organisation will generally hold your personal information for six months after the end of the relevant recruitment exercise but this is subject to: (a) any minimum statutory or other legal, tax, health and safety, reporting or accounting requirements for particular data or records, and (b) the retention of some types of personal information for up to seven years to protect against legal risk, e.g. if they could be relevant to a possible legal claim in a tribunal, Sheriff and Justice of the Peace Court or High Court. If you have consented to the Organisation keeping your personal information on file for in case there are future suitable employment opportunities with us, the Organisation will hold your personal information for a further six months after the end of the relevant recruitment exercise, or until you withdraw your consent if earlier.

If your application for employment or engagement is successful, personal information gathered during the recruitment process will be retained for the duration of your employment or engagement and in accordance with the privacy notice for employees, workers and contractors.

Personal information which is no longer to be retained will be securely and effectively destroyed or permanently erased from our IT systems and we will also require third parties to destroy or erase such personal information where applicable.

In some circumstances we may anonymise your personal information so that it no longer permits your identification. In this case, we may retain such information for a longer period.

***Your rights in connection with your personal information***

As a data subject, you have a number of statutory rights. Subject to certain conditions, and in certain circumstances, you have the right to:

* request access to your personal information - this is usually known as making a data subject access request and it enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it
* request rectification of your personal information - this enables you to have any inaccurate or incomplete personal information we hold about you corrected
* request the erasure of your personal information - this enables you to ask us to delete or remove your personal information where there’s no compelling reason for its continued processing, e.g. it’s no longer necessary in relation to the purpose for which it was originally collected
* restrict the processing of your personal information - this enables you to ask us to suspend the processing of your personal information, e.g. if you contest its accuracy and so want us to verify its accuracy
* object to the processing of your personal information - this enables you to ask us to stop processing your personal information where we are relying on the legitimate interests of the business as our legal basis for processing and there is something relating to your particular situation which makes you decide to object to processing on this ground
* data portability - this gives you the right to request the transfer of your personal information to another party so that you can reuse it across different services for your own purposes.

If you wish to exercise any of these rights, please contact our data protection officer. We may need to request specific information from you in order to verify your identity and check your right to access the personal information or to exercise any of your other rights. This is a security measure to ensure that your personal information is not disclosed to any person who has no right to receive it.

In the limited circumstances where you have provided your consent to the processing of your personal information for a specific purpose, you have the right to withdraw your consent for that specific processing at any time. This will not, however, affect the lawfulness of processing based on your consent before its withdrawal. If you wish to withdraw your consent, please contact our data protection officer. Once we have received notification that you have withdrawn your consent, we will no longer process your personal information for the purpose you originally agreed to, unless we have another legal basis for processing.

If you believe that the Organisation has not complied with your data protection rights, you have the right to make a complaint to the Information Commissioner’s Office (ICO) at any time. The ICO is the UK supervisory authority for data protection issues.

***Transferring personal information outside the European Economic Area***

The Organisation will not transfer your personal information to countries outside the European Economic Area.

***Automated decision making***

Automated decision making occurs when an electronic system uses your personal information to make a decision without human intervention.

We do not envisage that any recruitment decisions will be taken about you based solely on automated decision-making, including profiling.

***Changes to this privacy notice***

The Organisation reserves the right to update or amend this privacy notice at any time. We will issue you with a new privacy notice when we make significant updates or amendments. We may also notify you about the processing of your personal information in other ways.

***Contact***

If you have any questions about this privacy notice or how we handle your personal information, please contact our data protection officer.

I acknowledge receipt of this privacy notice and I confirm that I have read and understood it.

Signed: . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . .

Print name: . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . .

Dated: . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . .