***Shakti Women’s Aid***

**Privacy Notice - Recruitment**

This notice explains what personal data (information) we will hold about you, how we collect it, and how we will use and may share information about you during the recruitment application process. We are required to notify you of this information, under data protection legislation.

Please ensure that you read this notice, sometimes referred to as a ‘privacy notice’, and any other similar notice we may provide to you from time to time when we collect or process personal information about you when you apply for a job with us.

**Who collects the information**

Shakti Women’s Aid (the ‘Organisation’) is a ‘data controller’. This means we gather and use certain information about you. Where the Organisation is also a ‘data processor’, we will process information received from third parties about you.

**Data protection principles**

We will comply with Data Protection principles when gathering and using personal information, as set out in our Data Protection Policy.

**About the information we collect and hold**

The table set out on the following pages summarises the information we collect and hold, up to and including the shortlisting stage of the recruitment process; how and why we do so, how we use it and with whom it may be shared.

The table below also summarises the additional information we collect before making a final decision to appoint as person, i.e. before making an offer of employment unconditional, how and why we do so, how we use it and with whom it may be shared.

We seek to ensure that our information collection and processing is always proportionate to the needs of the organisation and the individual. We will notify you of any changes to information we collect or why we do it.

**Where information may be held**

Information may be held at our offices and third-party agencies, service providers, representatives, and agents. We have security measures in place to seek to ensure that there is appropriate security for information we hold.

**How long we keep your information**

We keep the personal information that we obtain about you during the recruitment process for no longer than is necessary for the purposes for which it is processed. How long we keep your information will depend on whether your application is successful and you become employed by us, the nature of the information collected and the purposes for why it is processed.

If there is a clear business reason for keeping recruitment records for longer than the recruitment period, we may do so. We will first consider whether the records can be anonymised, and how long we can reasonably keep them. Normally, we will keep recruitment information (including interview notes) for no longer than is reasonable, taking into account the limitation periods for potential claims such as race or sex discrimination (extended to take account of early conciliation), after which they will be destroyed.

If your application is successful, we will keep only the recruitment information that is necessary in relation to your employment.

Further details on our approach to information retention and destruction are available in our Retention Policy.

Retention periods can be found in the table that follows.

**Your rights to correct and access your information and to ask for it to be erased**

Please contact Shakti Women’s Aid **at the address, email, and phone number below** (in accordance with applicable law) if you would like to correct or request access to information that we hold relating to you or if you have any questions about this notice. You also have the right to ask Shakti Women’s Aid for some but not all of the information we hold and process to be erased (the ‘right to be forgotten’) in certain circumstances. We will provide you with further information, on request, about the ‘right to be forgotten’.

**Keeping your personal information secure**

We have appropriate security measures in place to prevent personal information from being accidentally lost, used or accessed in an unauthorised way. We limit access to your personal information to those who have a genuine need to know it. Those processing your information will do so only in an authorised manner and are subject to a duty of confidentiality.

We also have procedures in place to deal with any suspected data security breach. We will notify you and any applicable regulator of a suspected data security breach where we are legally required to do so.

**How to complain**

If you have a query or concern about our use of your information or if you want to make a complaint about the way we have processed your personal information, you can contact us at the number or email address below and ask to speak to the CEO or Admin Support Worker, who will take action on any queries as soon as reasonably possible.

Shakti Women’s Aid contact details –

Address - Norton Park,

57 Albion Road,

Edinburgh, EH7 5QY

Telephone number - 0131 475 2399

Email address - info@shaktiedinburgh.co.uk

If you are unhappy with our response, you can contact the ICO at <https://ico.org.uk/make-a-complaint/> or telephone: 0303 123 1113 for further information about your rights and how to make a formal complaint.

**Part A - Up to and including the shortlisting stage**

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| **The information we collect** | **How we collect the information** | **Why we collect the information** | **How we use and may share the information** | **How long we keep your information** |
| Your name and contact details (i.e. address, home and mobile phone numbers, email address)  Details of your qualifications, experience, employment history (including job titles, salary and working hours, reasons for leaving) and interests  Details of your referees  Details of any restrictions about your right to work in the UK | From you, in the completed application form and interview notes (if relevant) | Legitimate interest:  To carry out a fair recruitment process,  to progress your application and make an informed decision to shortlist, arrange interviews and inform you of the outcome at all stages and (if relevant) to recruit | To inform the panel member of your application  To enable HR staff and/or the relevant manager to contact you to progress your application, arrange interviews and inform you of the outcome  The panel making the shortlisting decision will receive pseudonymised or anonymised details only; if you are invited for interview, the panel will receive non-anonymised details. | Six months after application date |
| Guaranteed Interview Scheme (GIS)  We offer disabled applicants the option of requesting to be considered under this scheme. | From you, in the completed application form | Legitimate interest:  To carry out a fair recruitment process,  to progress your application and make an informed decision to shortlist, arrange interviews and inform you of the outcome at all stages and (if relevant) to recruit | To inform the panel member of your application  To enable HR staff and/or the relevant manager to contact you to progress your application, arrange interviews and inform you of the outcome | Six months after application date |
| Information regarding your criminal record | From you, in your completed application form | To comply with our legal obligations.  For reasons of substantial public interest preventing or detecting unlawful acts, suspicion of terrorist financing or money laundering in the regulated sector and protecting the public against dishonesty | To make an informed recruitment decision  To carry out statutory checks  Information shared with Disclosure and Barring Service and other regulatory authorities as required  For further information, see \*\* below | Six months after application date unless you are successful  in which case it will be held in your personnel file for the duration of your employment and for six years after your employment has ended. |

**Part B -** **Before making a final decision to recruit**

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| **The information we collect** | **How we collect the information** | **Why we collect the information** | **How we use and may share the information** | **How long we keep your information** |
| Information about your previous academic and/or employment history, including details of any conduct, grievance or performance issues, appraisals, time and attendance, from references obtained about you from previous employers and/or education providers \* | From your referees (details of whom you will have provided) | Legitimate interest: to make an informed decision to recruit  To maintain employment records and to comply with legal, regulatory and corporate governance obligations and good employment practice | To obtain the relevant reference about you  To comply with legal/regulatory obligations  Information shared with relevant managers and HR personnel | Six months after application date unless you are successful in which case it will be held in your personnel file for the duration of your employment and for three months after your employment has ended. |
| Information regarding your academic and professional qualifications \* | From you, from your education provider and/or the relevant professional body | Legitimate interest: to verify the qualifications information provided by you | To make an informed recruitment decision | Six months after application date unless you are successful in which case it will be held in your personnel file for the duration of your employment and for three months after your employment has ended. |
| Interview notes, presentations, essays | From you during your interview(s) | Legitimate Interest to make an informed decision to recruit. | To make an informed recruitment decision; information shared with relevant manager(s) and HR where you are successful | Six months after application date unless you are successful in which case they will be held in your personnel file for the duration of your employment and for three months after your employment has ended |
| Information regarding your criminal record contained in Basic, Standard or Enhanced criminal record checks checks\*  Information you will need to submit for above and PVG is – driving licence, utility bill, passport etc. | From you and Disclosure Scotland  From you during your interview(s) | To comply with our legal obligations.  For reasons of substantial public interest preventing or detecting unlawful acts, suspicion of terrorist financing or money laundering in the regulated sector] and protecting the public against dishonesty] | To make an informed recruitment decision  To carry out statutory checks  Information shared with DBS or Disclosure Scotland and other regulatory authorities as required  [For further information see \*\* below] | Six months after application date unless you are successful in which case it will be held in your personnel file for the duration of your employment and for six years after your employment has ended. |
| Your nationality and immigration status and information from related documents, such as your passport or other identification and immigration information \* | From you and, where necessary, the Home Office | To comply with our legal obligations | To carry out right to work checks  Information may be shared with the Home Office | Six months after application date unless you are successful in which case it will be held in your personnel file for the duration of your employment and for six years after your employment has ended. |
| Occupational Health Check | From you and the organisation that carries out the checks | To perform the employment contract | To establish if any (reasonable) adjustments are required to the job you are being offered | Six months after application date unless you are successful in which case it will be held on your personnel file for the duration of your employment and for six years after your employment has ended |

You are required (by law or in order to enter into your contract of employment) to provide the categories of information marked \* above to us to enable us to verify your right to work and suitability for the position.

\*\* Further details on how we handle sensitive personal information and information relating to any unspent criminal convictions and offences are set out in our Data Protection Policy.