



Inspired Education Group
Privacy Notice for Recruitment Event Mobile App

About this document

This privacy notice explains how Inspired Education Holdings Limited ("**Inspired Education Group**", "**Group**", "**we**", "**our**", "**us**") collects, uses and shares your personal data, and your rights in relation to the personal data you provide to us by using our mobile application developed for the Group's recruitment events ("**App**"). The Group globally manages the selection processes of all the schools and other entities within the Group. This privacy notice concerns our processing of personal data of job applicants and candidates for roles at the Group and any schools within the Group who have downloaded the App ("**you**", "**your**").

The Inspired Education Group is a company registered in England and Wales (registered company number 10392529). Our registered office is at Sixth Floor, 3 Burlington Gardens, London, United Kingdom, W1S 3EP. The Group is the controller of your personal data and is subject to the Data Protection Act 2018 ("**DPA**") and the UK General Data Protection Regulation (the "**UK GDPR**"). The Group may change and update this Privacy Notice from time to time.

Data Processor/Sub-Processor: The mobile application has been developed for Inspired Education Group by Morgan Travel Limited trading as First Event, of Ghyll Beck House, Gill Lane, Yeadon, Leeds, West Yorkshire, LS19 7SE. First Event acts as a data processor and sub-processor on behalf of the Group. As a sub-processor, First Event processes personal data in accordance with data protection legislation and the instructions of Inspired Education Group.

About This Application

This App is designed to facilitate recruitment connections between teaching professionals who are interested in learning more about career opportunities at Schools within the Group ("Schools"). The App enables:

- Teachers and education professionals to create profiles and search for employment opportunities within the Inspired Education Group
- Schools to review candidate profiles and information shared by the candidate via the App (e.g. their CVs if they choose to upload them) and identify teaching staff which may be good candidates for open job roles
- Direct messaging between candidates and School representatives
- Appointment booking for interviews and meetings during recruitment events
- Exchange of professional information and documentation

- You to view the timetable of sessions taking place at during the recruitment event.

How we collect your information

We collect information from the information you provide via the App. We also collect information separately from you when you register as a user on our Global Careers Site ([here](https://careers.inspirededu.com)). More information is available in our candidate privacy notice: <https://careers.inspirededu.com/data-privacy-statement>. This privacy notice relates to how we use the information you share via the App.

The types of information we collect

We may collect the following types of personal data about you:

Personal data you may supply via the App	Why we process your personal data
Account and Registration Information: Your name, email address, telephone and/or mobile number, and login credentials.	We process this data to create and maintain your account, provide our services, communicate with you, and back up our database.
Professional Profile Information: Your profile image, your CV/resume, professional qualifications, teaching certifications, employment history, educational background, subject specialisms, years of experience, references, and any other professional information you choose to provide.	If you create a profile and upload this information to your professional profile, we will process this data and share it among Schools within the Group for recruitment purposes. This enables Schools to assess your suitability for roles, and facilitate the recruitment process. We use your profile to enable Schools to carry out profile searching and candidate matching for open roles.
Messaging and Communication Data: Messages you send and receive through the App, including correspondence with School representatives, interview scheduling information, and any attachments shared.	We process this data to facilitate communication between candidates and School representatives. We use this functionality to send notifications about new opportunities, messages, and meeting appointments.
Appointment and Event Data: Details of interviews, meetings, and appointments you book through the application, including dates, times, locations, and participants.	We process this data to manage and facilitate recruitment meetings and events, which is necessary to perform our contract with you.
Feedback and Survey Data: Your feedback about the application, schools you've interacted with, and your recruitment experience, to the extent this information is shared via the App.	We process this data to improve our services and understand user satisfaction (our legitimate interest).
School Account Information (for School Users): School name, address, contact details, authorised representative information, and school registration details.	For school users, we process this data to verify school identity, facilitate recruitment activities, and manage School accounts within the App.

Important Note Regarding Profile Visibility: If you request deletion of your data whilst actively participating in recruitment events, your profile will be removed from the App and schools will no longer be able to access your information. You can also temporarily hide your profile without deleting your account.

Managing Your Profile

You have control over your profile information and can:

- Edit your profile and information
- Upload a profile image
- Delete your account entirely

Information We Collect About You Automatically

With regard to each of your uses of the application, we will automatically collect the following information:

(a) Technical Information: Including the Internet protocol (IP) address used to connect your device to the Internet, your login information, device type and version, time zone setting, operating system and platform. We



obtain this data through our analytics tracking system to monitor and analyse how the application is used so we can improve it and our services.

(b) Usage Information: Information about how you use the application, including profiles viewed, messages sent and received, appointments booked, search queries entered, features accessed, time spent, interaction patterns, and navigation paths. We process this data to monitor and analyse usage patterns, improve the application, and provide relevant recommendations.

(c) Location Data: If you grant permission, we may collect your location data to provide location-based job matching and to facilitate in-person meeting arrangements during recruitment events.

The basis for processing your information

We may process your personal data for the above purposes because:

- it is necessary to enable us to decide whether to enter into or perform a contract of employment (or equivalent) with you;
- it is necessary for our or a third party's "legitimate interests", which include our commercial interests in operating (i) recruitment events, and (ii) the Group (including the schools and other entities within the Group) in a professional, sustainable manner, in accordance with all relevant legal requirements;
- it is necessary for the establishment, exercise or defence of legal claims;
- we have your specific or, where necessary, explicit consent to do so; and
- it is necessary for compliance with our legal obligations, including to exercise or perform any right or obligation conferred or imposed by law in connection your prospective employment or other engagement with us, or for the prevention and detection of crime, including in order to assist with investigations carried out by the police and other competent authorities.

Sharing your information with others

For the purposes referred to in this privacy notice and relying on the bases for processing as set out above, we may share your personal data (where necessary) with certain third parties, including:

- the School (and its staff) or other entity within the Group which you are interested in applying to, or with a School where we think you may be a good fit for an open role;
- other employees, agents and contractors of the Group where there is a legitimate reason for their receiving the information;
- internal and external auditors, legal advisers and other third party service providers (for example, IT and HR platforms and suppliers (including First Event)); and
- relevant public authorities when the Group is legally required to do so (by a court, government body, law enforcement agency or other authority of competent jurisdiction).

International data transfers

We may transfer your personal data around the world on an *ad hoc* basis, for example where you are applying for a position at a school located outside of the UK (or interacting with a School located outside of the UK). If we are required to transfer your personal data outside the UK and/or European Economic Area (**EAA**), we will consider whether any additional measures are required in order to give adequate protection for the information when it is transferred.

How long your information is kept

Personal data will be retained in accordance with the following principles:

- **Active Recruitment Period:** Your data provided via the App will be retained for the duration of your active participation on the App, in recruitment events and processes.
- **Post-Event Retention:** After an event concludes, your data may be retained for up to 12 months to enable Schools to contact you about future opportunities (unless you request for your information to be deleted for such purpose).

Your rights

You have the following rights:

- to obtain access to, and copies of, the personal data that we hold about you;
- to require us to correct the personal data we hold about you if it is inaccurate;
- to require us (in certain circumstances) to erase your personal data;
- to request that we restrict our data processing activities (and, where our processing is based on your consent, you may withdraw that consent, without affecting the lawfulness of our processing based on consent before its withdrawal);
- to receive from us the personal data we hold about you which you have provided to us, in a reasonable format specified by you, including for the purpose of you transmitting that personal data to another data controller;
- to object, on grounds relating to your particular situation, to any of our particular processing activities where you feel this has a disproportionate impact on your rights.

Please note that the above rights are not absolute, and we may be entitled to refuse requests where exceptions apply. You can find out more about your rights under applicable data protection legislation from the relevant data protection authority, for example if you are based in the UK you may want to refer to the Information Commissioner's Office website available at www.ico.org.uk.

If you have any queries about this privacy notice or how we process your personal data, or if you wish to exercise any of your rights under applicable law, please contact: dpo@inspirededu.com

Use of Cookies and Similar Technologies

This application uses cookies and similar technologies. We use them to personalise content, provide application features, analyse our traffic, and improve user experience. We also share information about your use of the application with our analytics partners.

You consent to our cookies and similar technologies if you continue to use the application. You can manage your cookie preferences through your device settings.

Types of Technologies Used:

- **Necessary:** Essential for the application to function properly, including login authentication and session management
- **Preferences:** Remember your settings, search preferences, and user interface customisation
- **Statistics:** Help us understand how users interact with the application and which features are most valuable
- **Marketing:** Used to deliver relevant job opportunities and recruitment event information

For detailed information about the cookies and tracking technologies we use, please refer to the First Event privacy policy at <https://www.firstevent.co.uk/privacy-policy/>.

