



St Monica Trust

Job Applicant Privacy Notice

St Monica Trust is a registered charity and registered company with responsibility for registered care homes, registered domiciliary care services, housing tenancies, and lease purchased properties, community grants, volunteer services and community services. St Monica Trust is registered as a data controller with the ICO.

To deliver these services the Trust employs a large workforce and regularly processes new applications. This Privacy Notice explains how we collect, use and share the personal information we collect from applicants, the legal basis under which we collect this information, and explains how you can contact us if you have any questions or concerns about how your personal information is being used.

We welcome any queries you may have regarding this Privacy Notice, or any information we hold about you.

Why we collect your data, what data we collect and how we process it

We will use the data that you provide us with in our application forms only for the purpose of assessing your application and suitability for the job/s that you have applied for. This will include creating the application itself, assessing the information provided and in some cases pre-employment screening.

We may ask you to attend an assessment for your suitability which may involve psychometric testing, behavioural assessments, interviews and technical assessments. The information that we gather in those will form part of your application record and may form part of your employment record.

As part of the process of application some pre-employment screening checks may need to be conducted, these will involve financial or credit checks, criminal records checks with the disclosure and barring service (DBS) on your eligibility to work in the United Kingdom.

We will ask you should you wish to have your record retained for the purposes of informing you about suitable jobs that we post in the future if you are unsuccessful during the application process.

The personal data we will collect and process

In most cases we collect personal information directly from you in circumstances where you provide personal information to us by applying directly for a role at the St Monica Trust, or information that we learn about you through your interactions with us or with third parties (e.g. recruitment agencies).

We may also collect personal information about you from third parties, including, for example, when a referee provides information about you, when a colleague recommends that we consider you for a position or from other sources where you have made your personal information

publically available for the purposes of recruitment on jobs boards. Below are some examples of the type of information we may process about you.

- Name, address, email address and date and place of birth
- Work history/job data; previous employers, positions, dates, etc.
- Basic salary, benefits, bonuses, etc.
- Education and work history including professional qualifications and skills
- Employer feedback / references, to include regulated references where necessary
- Nationality / visa / right to work permit information; (e.g. passport, driving licence, National Insurance numbers)
- Photographs and images from recorded assessments or from on-site CCTV
- Results of pre-employment screening checks (e.g. credit history, criminal records checks where permitted under local law)
- Assessment results e.g. psychometric assessment results, results from video or telephone assessment

Special categories of personal data

We may need to capture some information regarding your physical or mental health in order to allow us to make reasonable adjustments to ensure fairness in the recruitment process such as adjusting tests or facilities to meet your needs.

When working with vulnerable individuals we are required to ensure the suitability of applicants and may be required to process information relating to criminal convictions or offences, this information will most likely be via your DBS certificate.

As part of the application process we may inadvertently capture some other elements regarding philosophical beliefs, trade union membership, sexual orientation etc. but such information will only be processed where you have made it publically available or we are required to do so by law.

Legal basis for processing your personal data

We may rely on one or more of the following legal provisions to process your personal data:

- It is in the legitimate interests of St Monica Trust to process your personal information in the administration of your application and for general recruitment purposes
- St Monica Trust will also process your personal information where it is required by law or regulation. This processing will always be fair and lawful and will at all times comply with the principles of applicable privacy laws in the country where you have applied to be employed

During the course of your application it may also be necessary for St Monica Trust or its suppliers to process the previously mentioned special categories of information about you where we have obtained your explicit consent or where permitted by applicable laws.

Sharing your personal data

When processing your application and making the relevant checks St Monica Trust may need to share your personal data with the following organisation

- Department of Work and Pensions
- Credit reference agencies
- National Health Service
- Academic institutions or professional bodies

- The Local Authority

Ensuring your personal data is kept safe

Only staff who are required to access your records will do so and only for the specific purposes of the application process. We will only share your data when absolutely necessary and only with partners and organisations that we trust.

We will only retain your records for 6 months after you make your application unless you are successful in your application, in which case your records will form part of your employment record, or where you have asked to be informed about future job opportunities in which case we will retain only the relevant information to permit us to do this.

Your rights

You are entitled to see the personal information the St Monica Trust holds about you. You can also request changes to be made to incorrect personal information and can ask for your personal information to be deleted or blocked if you legitimately think that we shouldn't be processing that information or are processing it incorrectly, except where retention of that personal information is required in the context of a legal dispute, or as otherwise required by law. If access, correction or deletion is denied, the reason for doing so will be communicated to you.

We do not make recruiting or hiring decisions based solely on automated decision-making. In the event that we change our process whilst you are still in the process of application and do make a decision solely on automated decision-making that could have a significant impact on you (e.g. automated psychometric and behavioural testing), we will provide you an opportunity to express your views and will provide any other safeguards required by law.

St Monica Trust will not use personal information collected about you for the purposes of recruitment to offer you any products or services for personal or family consumption ("direct marketing") or provide your personal information to third parties for their direct marketing. We will ask for your consent prior to sending you communications about future events and opportunities that are relevant to you.

If you have any further questions or concerns

If you have any queries about this notice or your personal information generally, including questions about accessing your personal information or correcting it, you should contact Julie Haydon, Director of People in the first instance. You may also withdraw consent to the processing of your personal information or submit complaints and/or objections to the processing of your personal information by sending a request to recruitment@stmonicastrust.org.uk.