

Quality Assurance

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| Procedure Title: | Privacy Policy |
| Procedure Ref: | AP/7CA/SP004 |
| Approved By: | Chris Nattress |
| Responsible Person: | Karen Wilson |
| Date last reviewed: | 23 April 2025 |
| Date of next review: | 22/04/2026 |
| Approval date: | 24/04/2025 |

Statement of Intent

We will hold and process any personal data, including sensitive (special category) personal data, relating to you in accordance with our legal obligations, in the manner set out in the Privacy Notice for Staff and in accordance with our Data Protection Policy, which is set out on the college SharePoint under Policies and Procedures. You should familiarise yourself with our Data Protection Policy (and all other subsidiary policies to it) and comply with them at all times. Neither the Privacy Notice for Staff nor those policies form a part of your contract of employment.

Notice about how we use your personal information

We are the data controller of personal information about you. We are Lakes College Our address is: Hallwood Road, Lillyhall, Workington, Cumbria CA14 3UJ.

Our Data Protection Officer is Karen Wilson. If you have any questions about this policy or the ways in which we use your personal information, please contact our Data Protection Officer at Hallwood Road, Lillyhall, Workington, Cumbria CA14 3UJ. 01946 830300 Direct line: 01946 552677 email: karenw@lcwc.ac.uk

This privacy notice has been prepared in accordance with the General Data Protection Regulation (EU) 2016/679 (“**GDPR**”) and the Data Protection Act 2018.

This notice sets out how we use your personal information as your employer or when you apply for a job with us and in particular:

- the information that you give us;
- the uses made of your personal information;
- the legal basis on which we collect and use your personal information;
- how long we keep your personal information;
- how we share your personal information;
- how we transfer your personal information outside of Europe; and

- your rights over your personal information.

The information that you give us

We will collect personal information from you when you apply for a job with us. This will include your: name; address; phone number; email; date of birth; TP number; NI number; current employment details including job title, start and end dates, current salary, notice period, reason for leaving; all past employment details; education details; interests; whether you are related to any personnel of the College or Governing Body; references; special arrangement details for interview; criminal record details; Disclosure Barring Service check, including European Economic Area (EEA) check; Prohibition from Management check; Prohibition from Teaching check; Check of Barred List/List 99; Preemployment Health Questionnaire/Medical Report.

We will collect personal information from you when you are a new starter and become an employee of the College. This will be your: name; marital status; previous surname(s); address; date of birth; occupation/department; type of employment; phone number; email addresses; NI number; start date; next of kin and contact details; bank details; pension details; statement about employment; student loan details; offer letters; employment terms and conditions; changes to your terms and conditions; certifications/qualifications, disciplinary, grievance, capability, job descriptions, sickness absences, maternity/paternity/adoption information; accidents and injuries at work; working time information; annual leave records; recruitment information; photo; payroll details; gender; flexible working; exit interviews; return to work notifications; parental leave request forms; appraisal/performance; bank account number; sort code; disqualification information; sickness absences; medical information; photograph.

The uses made of your personal information

We will use your personal information set out above as follows:

- [for the recruitment process and for carrying out preemployment checks;
- for safeguarding students;
- for checking your identity and right to work in UK;
- for checking your qualifications;
- to keep an audit trail of the checks we have made and our relationship with you in case of employment claims;
- to set up payroll and pension, reimburse expenses and for audit purposes
- for dealing with HMRC;
- for communicating with you, including for marketing purposes;
- for carrying out our role as your employer or potential employer.
- Providing CV's for awarding bodies and delivery contracts.

We treat your personal information with confidentiality and we do not use it for any other purposes.

The legal basis on which we collect and use your personal information

We collect and use your personal information on the basis that it is necessary for performing our employment contract with you, or it is necessary to take steps before entering into the contract with you. We also collect and use your personal information on the basis that we need to do so in order to comply with our legal obligations.

Where we collect your special category personal information, we do this on the basis that it is necessary for the purposes of carrying out our obligations in the field of employment law. Special categories of personal data are personal data that reveal a person's racial or ethnic origin, political opinions, religions or philosophical beliefs, trade union membership, genetic data (i.e. information about their inherited or acquired genetic characteristics, information about their physical, physiological or behavioural characteristics (such as facial images), physical or mental health, sexual life or sexual orientation and criminal records).

How long we keep your personal information

We will not keep your personal information for longer than we need it for the purposes we have explained above.

When you apply for a job with us, but your application is unsuccessful, we will keep your personal information for 6 months.

When you are an employee, we will keep your personal information for as long as you work with us and then after you leave, we will keep your personal information for 6 years.

How we share your personal information

We will share the personal information that you give us with provision of services in relation to your employment including payroll and pensions administration and audit, employment checks, and supply of college employment benefits where you access these.

Your personal information is only shared in relation to your employment and role in the college

We ensure that third party organisations have Data Protection policies which comply with the GDPR.

How we transfer your personal information outside of Europe

We do not store or transfer your personal data outside of Europe.

Your rights over your personal information

You have a number of rights over your personal information, which are:

- the right to make a complaint to the Information Commissioner's Office (ICO) if you are unhappy about the way your personal data is being used – please refer to the ICO's website for further information about this (<https://ico.org.uk/>);
- the right to ask us what personal information about you we are holding and to have access to a copy of your personal information;
- the right to ask us to correct any errors in your personal information;
- the right, in certain circumstances such as where our use of your personal information is based on your consent and we have no other legal basis to use your personal information, to ask us to delete your personal information;

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- the right, in certain circumstances such as where we no longer need your personal information, to request that we restrict the use that we are making of your personal information;
- the right, in certain circumstances, to ask us to review and explain our legitimate interests to you; and
- the right, where our use of your personal information is carried out for the purposes of an agreement with us and is carried out by automated means, to ask us to provide you with a copy of your personal information in a structured, commonly used, machine readable format.

Changes to our Privacy Policy

We keep our privacy policy under regular review. Any changes we make to our privacy policy in the future will be notified to you by email.

12 Initial Screening for Equality Impact Assessment (including Safeguarding)

To be completed prior to a Policy or Procedure being introduced and at each review.

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| Name of Policy/Procedure: | |
| Is this a new or existing policy/procedure? <input type="checkbox"/> New <input type="checkbox"/> Existing | |
| 1. To ensure that the policy / procedure complies with the Equality Act 2010, which of the listed categories could be impacted by the policy / procedure? | |
| (The categories follow the College Single Equality Policy, and the impact could be positive or negative.) | |
| <input type="checkbox"/> Age <input type="checkbox"/> Compliance with Children & Families Act 2014 <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Race/ethnicity <input type="checkbox"/> Gender Re-Assignment <input type="checkbox"/> Marriage/Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input type="checkbox"/> Socio-Economic <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Religion/Belief <input type="checkbox"/> All of the above <input type="checkbox"/> None of the above expected | |
| 2. What are the risks of introducing this policy / procedure change to any of the above groups? | |
| 3. What are the expected benefits of introducing this policy / change to any of the above groups? | |
| 4. Are there any areas or issues that could impact on the safety of staff or learners? | |
| 5. What evidence do you have for your responses to questions 2, 3 and 4? (e.g. evidence could be provided to counteract identified risks and, therefore, a full screening would not be required) | |
| 6. What is the level of risk for the policy / procedure? | <input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low |
| 7. Is a Full Screening Impact Assessment required? | <input type="checkbox"/> Yes (complete the box below) <input type="checkbox"/> No |
| What are the recommendations from Equality Impact Assessment? | |
| | |
| Date of Review: | |
| Reviewer's Name: | |
| Reviewer's Job title: | |