



Stackhouse Poland

JOB APPLICATION PRIVACY NOTICE

Data Controller: Stackhouse Poland
Blenheim House
1-2 Bridge Street
Guildford GU

Data Protection Officer: Head of Finance & IT, Mr. I Jamieson

As part of any recruitment process, Stackhouse Poland collects and processes personal data relating to job applicants. The business is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

What information does Stackhouse Poland collect?

The business collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number
- details of your qualifications, skills, experience and employment history
- information about your current level of remuneration, including benefit entitlements
- whether or not you have a disability for which the business needs to make reasonable adjustments during the recruitment process; and
- information about your entitlement to work in the UK.

The business may collect this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment, including online assessments.

Stackhouse Poland may also collect personal data about you from third parties, such as references supplied by former employers, information from employment background check providers and information from criminal records checks. The business will seek information from third parties only once a job offer to you has been made and will inform you that it is doing so.

Data will be stored in a range of different places, including your application record, in HR management systems and on other IT systems (including email).

Why does the business process personal data?

Stackhouse Poland needs to process data to take steps to enter into a contract with you.

In some cases, the business needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

The business has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the business to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The business may also need to process data from job applicants to respond to and defend against legal claims.



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Stackhouse Poland may process special categories of data, such as information about ethnic origin, sexual orientation or religion or belief, to monitor recruitment statistics. It may also collect information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability. The organisation processes such information to carry out its obligations and exercise specific rights in relation to employment.

For some roles, the business is obliged to seek information about criminal convictions and offences. Where the business seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

Stackhouse Poland will not use your data for any purpose other than the recruitment exercise for which you have applied. If your application is unsuccessful, the business will destroy/delete all soft/hard held data in its possession.

Who has access to data?

Your information may be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to the data is necessary for the performance of their roles.

The business will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. Stackhouse Poland will then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks and the Disclosure and Barring Service to obtain necessary criminal records checks.

The organisation will not transfer your data outside the European Economic Area.

How does Stackhouse Poland protect data?

Stackhouse Poland takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

For how long does Stackhouse Poland keep data?

If your application for employment is unsuccessful, the business will destroy/delete all soft/hard held data in its possession. If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment.



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Your rights

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request
- require the business to change incorrect or incomplete data
- require the organisation to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing; and
- object to the processing of your data where the organisation is relying on its legitimate interests as the legal ground for processing.

If you would like to exercise any of these rights, please contact our appointed DPO who is Head of Finance & IT, Iain Jamieson via IainJamieson@stackhouse.co.uk

If you believe that the business has not complied with your data protection rights, you can complain to the Information Commissioner.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to the business during the recruitment process. However, if you do not provide the information, the business may not be able to process your application properly or at all.

Automated decision-making

Recruitment processes are not based solely on automated decision-making.