



# Privacy Notice for Prospective Employees

## Strive for Education

<b>Approved by:</b>	Sonja Brown	<b>Creation Date:</b>	February 2022
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Changes since last review:

National College update June 2024 New and updated information in this policy is highlighted in **[blue filled and bold text]**.

## **How Strive for Education (Strive) uses prospective employees' information**

### **What categories of information are processed?**

The categories of personal information that we process include the following:

- Personal information – e.g. name, contact details, National Insurance number, financial information
- Characteristics information – e.g. gender, age, ethnicity
- Qualifications and, where relevant, the subjects taught
- Recruitment information – e.g. documentation relating to employment checks, references
- Relevant medical information

This list is not exhaustive – to access the current list of information the school processes, please request access to the school's Data Asset Register if required.

### **Why do we collect and use your information?**

We collect and use your information for the following reasons:

- To inform the development of recruitment and retention policies
- To facilitate safer recruitment
- To review our recruitment performance

Under the UK General Data Protection Regulation (UK GDPR), the legal basis/bases we rely on for processing personal information for general purposes are:

- For the purpose of employment
- You give consent to the processing of your personal data in order that we can provide employment to you and facilitate our safer recruitment and safeguarding checks.
- Processing is necessary for the performance of our contract to you.
- Processing is necessary for compliance with legal obligations which Strive as the controller is subject to.
- Processing is necessary for the performance of tasks carried out in the public interest.

For special category data, we also rely on the following conditions under Article 9 of the UK GDPR:

- You have given consent to process your personal data for one or more specified purposes.
- Processing is necessary for the purposes of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment.

### **How do we collect your information?**

We collect your personal information via the following methods:

- Application forms
- Self-declaration forms

- From third parties such as the Teaching Regulation Agency and in processing of mandatory checks such as DBS.

Data relating to prospective employees is essential for the school's operational use. Whilst most of the information you provide us is mandatory, some of it is requested on a voluntary basis. To comply with the UK GDPR, we will inform you at the point of collection whether you are required to provide certain information to us or if you have a choice.

### **How do we store your information?**

We create and maintain an electronic file for each vacancy. The information contained in this file is kept secure and only used for purposes directly relevant to the recruitment of the post.

Your personal information is retained and disposed of in line with the school's Records Management Policy, which is available upon request.

For more information about how we securely store your information, please see the school's Data and Cyber-security Breach Prevention and Management Plan, which is available upon request.

### **Who do we share your information with?**

We routinely share your information with:

- Ofsted
- Schools and other agencies we work with
- Our payroll processing company

### **Why do we share your information?**

We do not share information about you with anyone without your consent, unless the law and our policies allow us to do so.

#### **Sharing with Ofsted**

We share information about prospective employees with Ofsted to evidence the school's recruitment process and equality of opportunity, in accordance with the School Staffing (England) Regulations 2009 and the Equality Act 2010.

Any information we share with other parties is transferred securely and held by the other organisation in line with their data security policies.

### **What are your rights?**

You have specific rights to the processing of your data; these are the right to:

- Request access to the information we hold about you.
- Restrict our processing of your personal data, i.e. permitting its storage but no further processing.

- Object to direct marketing (including profiling) and processing for the purposes of scientific and/or historical research and statistics.
- Have your personal data rectified if it is inaccurate or incomplete.
- Not be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect on you.
- Request the deletion or removal of personal data where there is no compelling reason for the continued processing.

If you want to request access to the personal information we have about you, please contact Sonja Brown, Operations Director and DPO, [info@striveforeducation.co.uk](mailto:info@striveforeducation.co.uk)

If you are concerned about the way we are collecting or using your information, please raise your concern with the school's DPO in the first instance. You can also contact the ICO at <https://ico.org.uk/concerns>.

### **How to withdraw consent and lodge complaints**

Where our school processes your personal data with your consent, you have the right to withdraw your consent at any time.

If you change your mind or are unhappy with how our school uses your personal data, you should let us know by contacting Sonja Brown, Operations Director and DPO, [info@striveforeducation.co.uk](mailto:info@striveforeducation.co.uk)

### **Updating this privacy notice**

We may need to update this privacy notice periodically if we change how we collect and process data. We recommend that you revisit this privacy notice periodically.

This privacy notice was last updated on 27 January 2026.

### **How can you find out more information?**

If you would like to discuss anything in this privacy notice, please contact Sonja Brown, Operations Director and DPO, [info@striveforeducation.co.uk](mailto:info@striveforeducation.co.uk)

If you require further information about how we and/or the DfE store and use your personal data, please visit our website, [www.striveforeducation.co.uk](http://www.striveforeducation.co.uk) the Gov.UK website (<https://www.gov.uk/guidance/data-protection-how-we-collect-and-share-research-data>)