



Privacy Notice (when personal data is obtained from the data subject)
Education Supply Pool

Date: 22/03/2016

Version: 1:1

Education Supply Pool is a recruitment business which provides work-finding services to its clients and work-seekers. The Company must process personal data (including sensitive personal data) so that it can provide these services – in doing so, the Company acts as a data controller.

You may give your personal details to the Company directly, such as on an application or registration form or via our website, or we may collect them from another source such as a jobs board. The Company must have a legal basis for processing your personal data. For the purposes of providing you with work-finding services and/or information relating to roles relevant to you we will only use your personal data in accordance with the terms of the following statement.

1. Collection and use of personal data

a. Purpose of processing and legal basis

The Company will collect your personal data (which may include sensitive personal data) and will process your personal data for the purposes of providing you with work-finding services. The legal bases we rely upon to offer these services to you are:

- Employment agencies act 1973 and the conduct of employment agencies and employment business regulations 2003 ESP have a legal obligation to check the candidates rights to work in the UK. We will check your identification, work history and criminal records to enable you to work with children and vulnerable adults.

Education Supply Pool under the employment agencies act we are obliged to hold your data for at least 12 months after it was last used.

Under finance act legislation, payroll data must be held for six years. Other acts impose different requirements. After the final obligation has been satisfied or following twelve months of non-usage, we will contact you and ask you if you want to keep your details on our database. If you do not indicate that you wish your details to be retained on our database, we will archive your account.

b. Legitimate interest

- For the purpose of training and monitoring phone calls may be recorded and kept on record for six weeks. Following the six weeks these recordings will be erased from the secure server on which they are stored (within the EU).

c. Recipient/s of data

The Company will process your personal data and/or sensitive personal data with the following recipients:

- BackOffice Support Services (Payroll)
- NEST Corporation (pension provider)
- Atlantic Data (DBS Checks)
- Access Group (Secure CRM Database Provider)
- HMRC (Tax)
- Orb Talk (Telephone provider)

d. Statutory/contractual requirement

Your personal data is required by law and/or a contractual requirement (e.g. our client may require this personal data), and/or a requirement necessary to enter into a contract. You are required to provide us with your identification, satisfactory references, rights to work in the UK and an enhanced DBS check. You are obliged to provide the personal data and if you do not the consequences of failure to provide the data are:

- Inability to honour our contractual obligation to find you work.

We have a statutory obligation to share your personal data with HMRC and statutory pension providers.

2. Data retention

The Company will retain your personal data only for as long as is necessary. Different laws require us to keep different data for different periods of time.

The Conduct of Employment Agencies and Employment Businesses Regulations 2003, require us to keep work-seeker records for at least one year from (a) the date of their creation or (b) after the date on which we last provide you with work-finding services.

We must also keep your payroll records, holiday pay, sick pay and pensions auto-enrolment records for as long as is legally required by HMRC and associated national minimum wage, social security and tax legislation.

Where the Company has obtained your consent to process your personal and sensitive personal data, we will do so in line with our retention policy. Upon expiry of that period the Company will seek further consent from you. Where consent is not granted the Company will cease to process your [personal data and sensitive personal data if we do not have a legal basis to keep it.

3. Your rights

Please be aware that you have the following data protection rights:

- The right to be informed about the personal data the Company processes on you;
- The right of access to the personal data the Company processes on you;
- The right to rectification of your personal data;
- The right to erasure of your personal data in certain circumstances;

- The right to restrict processing of your personal data;
- The right to data portability in certain circumstances;
- The right to object to the processing of your personal data that was based on a public or legitimate interest;
- The right not to be subjected to automated decision making and profiling; and
- The right to withdraw consent at any time.

Where you have consented to the Company processing your personal data and sensitive personal data you have the right to withdraw that consent at any time by contacting Claire Carter on 01633 546100 or email claire@educationsupplypool.com.

4. Complaints or queries

If you wish to dispute this privacy notice or any of the procedures set out in it please contact: Claire Carter on 01633 546100 or email claire@educationsupplypool.com

You also have the right to raise concerns with Information Commissioner's Office on 0303 123 1113 or at <https://ico.org.uk/concerns/>, or any other relevant supervisory authority should your personal data be processed outside of the UK, if you believe that your data protection rights have not been adhered to.