

Introduction

As someone who is applying for a position to work at Everyday Church, this notice explains

- what personal data (information) we will hold about you,
- how we collect it, and
- how we will use and may share information about you during the application process.

We are required to notify you of this information, under data protection legislation. Please ensure that you read this privacy notice and any other similar notice we may provide to you from time to time when we collect or process personal information about you.

Who collects the information

Everyday Church is known as a 'data controller' and gathers and uses certain information about you. This information is needed to process your application and we do not share it with anyone outside of our organisation, unless it is necessary and in your interest.

Data protection principles

We will comply with the data protection principles when gathering and using personal information, as set out in our [Privacy Notice](#).

What information

We may collect the following information up to and including the shortlisting stage of the recruitment process:

- Your name and contact details (i.e. address, home and mobile phone numbers, email address);
- Details of your qualifications, experience, employment history, salary and working hours, and interests;
- Your racial or ethnic origin, sex and sexual orientation, religious or similar beliefs;
- Information regarding your criminal record when carrying out DBS checks;
- Details of your referees.

We may collect the following information after the shortlisting stage, and before making a final decision to recruit:

- Information about your previous academic and/or employment history, including details of any conduct, grievance or performance issues, appraisals, time and attendance, from references obtained about you from previous employers and/or education providers;

- Information regarding your academic and professional qualifications;
- Information regarding your criminal record, in criminal records certificates, enhanced criminal records certificates;
- Your nationality and immigration status and information from related documents, such as your passport or other identification and immigration information;
- A copy of your driving licence or passport if applicable.

You are required by law or to enter into your contract of employment to provide the categories of information to enable us to verify your right to work and suitability for the position.

How we collect the information

We may collect this information from you directly, your referees (details of whom you will have provided), your education provider, the relevant professional body if applicable, the Disclosure and Barring Service (DBS) and the Home Office.

Why we collect the information and how we use it

We will typically collect and use this information for the following purposes:

- to take steps to enter into a contract;
- for compliance with a legal obligation (e.g. our obligation to check that you are eligible to work in the United Kingdom);
- for the performance of a task carried out in the public interest; and
- for the purposes of our legitimate interests, but only if these are not overridden by your interests, rights or freedoms.

We seek to ensure that our information collection and processing is always proportionate. We will notify you of any changes to information we collect or to the purposes for which we collect and process it.

How we may share the information

We may also need to share some of the above categories of personal information with other parties, such as the Disclosure and Barring Service or CCPAS, our umbrella body. The recipient of the information will be bound by confidentiality obligations. We may also be required to share some personal information with our regulators or as required to comply with the law.

Sensitive personal information and criminal records information

Further details on how we handle sensitive personal information and information relating to criminal convictions and offences are available from the HR department.

Where information may be held

Information will be held at our offices and third-party agencies, service providers, representatives and agents as described above.

How long we keep your information

We keep the personal information that we obtain about you during the recruitment process for no longer than is necessary for the purposes for which it is processed. How long we keep your information will depend on whether your application is successful, and you become employed by us, the nature of the information concerned and the purposes for which it is processed.

We will keep recruitment information (including interview notes) for no longer than is reasonable, taking into account the limitation periods for potential claims such as race or sex discrimination, after which they will be destroyed. Normally this would be for 6 months.

If your application is successful, we will keep only the recruitment information that is necessary in relation to your employment. For further information, see our Privacy Notice for employees.

Further details on our approach to information retention and destruction are available in our Retention of Records Policy.

Your rights to correct and access your information and to ask for it to be erased

Please contact our Data Security Manager, who can be contacted on privacy@everyday.org.uk if you would like to correct or request access to information that we hold relating to you or if you have any questions about this notice.

You also have the right to ask the Data Security Manager for some but not all of the information we hold and process to be erased (the 'right to be forgotten') in certain circumstances. They will also provide you with further information about the right to be forgotten, if you ask for it.

Keeping your personal information secure

We have appropriate security measures in place to prevent personal information from being accidentally lost or used or accessed in an unauthorised way. We limit access to your personal information to those who have a genuine business need to know it. Those processing your information will do so only in an authorised manner and are subject to a duty of confidentiality.

We also have procedures in place to deal with any suspected data security breach. We will notify you and any applicable regulator of a suspected data security breach where we are legally required to do so.

How to complain

We hope that our Data Security Manager can resolve any query or concern you raise about our use of your information. If not, contact the Information Commissioner at <https://ico.org.uk/concerns/> or telephone: 0303 123 1113 for further information about your rights and how to make a formal complaint.

ABOUT THE INFORMATION WE COLLECT AND HOLD

A.

Up to and including the shortlisting stage

The information we collect	How we collect the information	Why we collect the information	How we use and may share the information
Your name and contact details (ie address, home and mobile phone numbers, email address)	From you	<p>Legitimate interest: to carry out a fair recruitment process</p> <p>Legitimate interest: to progress your application, arrange interviews and inform you of the outcome at all stages</p>	<p>To enable HR personnel[or the manager of the relevant department] to contact you to progress your application, arrange interviews and inform you of the outcome</p> <p>To inform the relevant manager or department of your application</p>
Details of your qualifications, experience, employment history (including job titles and working hours) and interests	From you, in the completed application form and interview notes (if relevant)	<p>Legitimate interest: to carry out a fair recruitment process</p> <p>Legitimate interest: to make an informed decision to shortlist for interview and (if relevant) to recruit</p>	<p>To make an informed recruitment decision</p> <p>The person making the shortlisting decision will receive pseudonymised or anonymised details only; if you are invited for interview, the interviewer will receive non-anonymised details</p>
Your name, contact details and details of your qualifications, experience, employment history and interests	From you, in the completed application form and interview notes (if relevant)	<p>Legitimate interest: to carry out a fair recruitment process</p> <p>Legitimate interest: if you are unsuccessful in your application, your details may be passed on to an associated company to see if they have any suitable vacancies</p>	<p>To see whether an associated company has any suitable vacancies</p>

Recruitment Privacy Notice

Your racial or ethnic origin, sex and sexual orientation, religious or similar beliefs

From you, in a completed anonymised equal opportunities monitoring form

To comply with our legal obligations and for reasons of substantial public interest[(equality of opportunity or treatment)]

To comply with our equal opportunities monitoring obligations and to follow our equality and other policies

For further information, see * below

Information regarding your criminal record

From you, in your completed application form

To comply with our legal obligations

To make an informed recruitment decision

For reasons of substantial public interest[(preventing or detecting unlawful acts,[suspicion of terrorist financing or money laundering in the regulated sector] and protecting the public against dishonesty)]

To carry out statutory checks

Information shared with DBS and other regulatory authorities as required

For further information, see * below

Details of your referees

From your completed application form

Legitimate interest: to carry out a fair recruitment process

To carry out a fair recruitment process

In the regulated sector, to comply with our legal obligations to obtain regulatory references

To comply with legal/regulatory obligations

Information shared with relevant managers, HR personnel and the referee

B.

Before making a final decision to recruit

The information we collect	How we collect the information	Why we collect the information	How we use and may share the information
<p>Information about your previous academic and/or employment history, including details of any conduct, grievance or performance issues, appraisals, time and attendance, from references obtained about you from previous employers and/or education providers <input type="checkbox"/></p>	<p>From your referees (details of whom you will have provided)</p>	<p>Legitimate interest: to make an informed decision to recruit</p> <p>To comply with our legal obligations</p> <p>Legitimate interests: to maintain employment records and to comply with legal, regulatory and corporate governance obligations and good employment practice</p>	<p>To obtain the relevant reference about you</p> <p>To comply with legal/regulatory obligations</p> <p>Information shared with relevant managers and HR personnel</p>
<p>Information regarding your academic and professional qualifications <input type="checkbox"/></p>	<p>From you, from your education provider[, from the relevant professional body]</p>	<p>Legitimate interest: to verify the qualifications information provided by you</p>	<p>To make an informed recruitment decision</p>
<p>Information regarding your criminal record, in criminal records certificates (CRCs) and enhanced criminal records certificates (ECRCs) <input type="checkbox"/></p>	<p>From you and from the Disclosure and Barring Service (DBS)</p>	<p>To perform the employment contract</p> <p>To comply with our legal obligations</p> <p>Legitimate interest: to verify the criminal records information provided by you</p> <p>[For reasons of substantial public interest[(preventing or detecting unlawful acts, suspicion of terrorist financing or money laundering in the regulated sector and protecting the public against dishonesty)</p>	<p>To make an informed recruitment decision</p> <p>To carry out statutory checks</p> <p>Information shared with DBS and other regulatory authorities as required</p> <p>For further information, see * below</p>

Recruitment Privacy Notice

Your nationality and immigration status and information from related documents, such as your passport or other identification and immigration information

From you and, where necessary, the Home Office

To enter into/perform the employment contract
 To comply with our legal obligations
 Legitimate interest: to maintain employment records

To carry out right to work checks
 Information may be shared with the Home Office

A copy of your driving licence

From you

To enter into/perform the employment contract
 To comply with our legal obligations
 To comply with the terms of our insurance

To make an informed recruitment decision
 To ensure that you have a clean driving licence
 Information may be shared with our insurer

You are required (by law or in order to enter into your contract of employment) to provide the categories of information marked '☐' above to us to enable us to verify your right to work and suitability for the position.

* Further details on how we handle sensitive personal information and information relating to criminal convictions and offences are set out in our Data Protection Policies from the HR Department.