

## About this privacy notice

Resilience Multi Academy Trust (RMAT) is required by law to collect and process personal information about individuals who apply for positions in the Trust either voluntary or paid. We are committed to being transparent about how we collect and use this information and to meet our data protection obligations.

This privacy notice provides you with information about how we collect and process personal information of individuals during a recruitment process for our workforce or members of RMAT Governance in accordance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.

This notice applies to individuals who apply for positions in the Trust either voluntary or paid. This notice does not form part of any contract of employment or other contract to provide services. We may update this notice at any time but if we do so, we will provide you with an updated copy of this notice as soon as reasonably practical.

This privacy notice also covers the use of Artificial Intelligence (AI) systems which may process personal data as part of administrative functions. We are committed to transparently explaining how these technologies are used and the data they process.

## Who are we?

We are RMAT, a multi-academy trust incorporating a number of different schools and academies. Our registered office is Resilience Multi Academy Trust, The Featherstone Academy, Pontefract Road, Featherstone, Pontefract, West Yorkshire, WF7 5AJ and our company number is 07990619. This privacy notice has been issued on behalf of RMAT. When we refer to “we”, “us”, “our” or “the Trust” within this privacy notice, we are referring to RMAT and/or its academies which are part of RMAT. RMAT is the ‘data controller’ for the purposes of data protection law and is registered with the Information Commissioner’s Office.

RMAT has appointed a Data Protection Officer who is responsible for overseeing questions in relation to this privacy notice. If you have any questions about this privacy notice, including any requests to exercise your legal rights, please contact the DPO using the details set out below.

## What data do we collect?

We collect and process a wide range of information during the recruitment process. This includes:

### **Up to and including shortlisting stage:**

- Personal information such as names, any former names, address, email address, phone numbers.
- National insurance number.
- Details of your qualifications, training, experience, employment history and any other information you provide in your initial application (including job titles, salary, relevant dates and working hours,

details of driving licence (if relevant for role), membership of professional bodies and interests and statement of personal qualities).

- Details of your referees.
- Details of any relationships with our workforce.
- Data processed by AI systems, which may include performance predictions, information about IT usage, and automated administrative tasks

**Following shortlisting stage:**

- 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.
- A copy of your ID documents.
- A copy of your professional qualifications.
- Information about any checks we are legally required to undertake (for example your teacher status or whether you are subject to a prohibition from teaching order, disqualified from providing childcare or any relevant overseas information).
- Confirmation of whether or not you are known to the police or social services.
- Information discovered following online searches being conducted.
- Details of any other information that is provided to us during the course of the recruitment process.
- Data processed by AI systems, which may include performance predictions, information about IT usage, and automated administrative tasks

## What sensitive data do we collect?

We may also collect, store and use the following more sensitive types of personal information including:

- Information about your race or ethnicity, religious beliefs, sexual orientation and political opinions.
- Trade union membership details.
- Information about your health, including any medical conditions and sickness records, details of any absence including any statutory leave.
- Information about criminal convictions and offences.

## How do we collect this information?

RMAT may collect this information in a variety of ways. For example, information might be collected through application forms, obtained from your passport or other ID documents, forms completed during the recruitment process, from correspondence with you, through interviews, meetings or assessments.

RMAT may also collect information about you from third parties, such as from references from your former employer, information from employment background check providers, information from publicly available social media accounts, information from credit reference agencies and information from criminal records checks permitted by law.

## Why do we collect and use this information?

We have set out below a description of all the ways we plan to use recruitment information, and which of the legal bases we rely on to do so. We may process recruitment information for more than one lawful basis depending on the specific purpose for which we are using your information.

<b>Purpose/Activity</b>	<b>Type of Information</b>	<b>Lawful Basis for Processing Information</b>
To assess your suitability for the role you are applying for	All the information listed above in 'What data do we collect'.	Necessary to comply with our legal obligations Performance of a contract
To make a decision about your recruitment or appointment	All the information listed above in 'What data do we collect'.	Necessary to comply with our legal obligations Performance of a contract
To determine the terms on which you work for us	All the information listed above in 'What data do we collect'.	Performance of a contract
To ensure you are legally entitled to work in the UK	Contact details and personal details Recruitment information ID documents	Necessary to comply with our legal obligations
To ensure you are not prohibited from teaching or providing childcare	All the information listed above in 'What data do we collect'.	Necessary to comply with our legal obligations

<b>Purpose/Activity</b>	<b>Type of Information</b>	<b>Lawful Basis for Processing Information</b>
To conduct data analytics studies to review and better understand our recruitment needs	Contact details and personal details Recruitment information	Necessary for our legitimate interests to better understand our workforce

We use AI systems to enhance operational efficiency.

## Why do we collect and process sensitive information?

We have set out below a description of all the ways we plan to use more sensitive “special category data” during the recruitment process, and which of the legal bases we rely on to do so. We may process recruitment information for more than one lawful ground depending on the specific purpose for which we are using your information.

<b>Purpose/Activity</b>	<b>Type of Information</b>	<b>Lawful Basis for Processing Information</b>
To ascertain your fitness to work	Contact details and personal details	Necessary to comply with our legal obligations
	Health and medical information	Schedule 1, Part 1, (1) Data Protection Act 2018 – Employment Purposes
To make reasonable adjustments	Contact details and personal details	Necessary to comply with our legal obligations
	Health and medical information	Schedule 1, Part 1, (1) Data Protection Act 2018 – Employment Purposes
To ensure your suitability for work	Contact details and personal details	Necessary to comply with our legal obligations
	Health and medical information	Schedule 1, Part 1, (1) Data Protection Act 2018 – Employment Purposes
	Criminal offence and conviction data	Employment Purposes

<b>Purpose/Activity</b>	<b>Type of Information</b>	<b>Lawful Basis for Processing Information</b>
	Nationality and immigration status	
To ensure meaningful equal opportunities monitoring and reporting	Information about your race or national or ethnic origin, religious, philosophical or moral beliefs, or your sexual life or sexual orientation	Necessary for the performance of a task in the public interest  Schedule 1, Part 2, (8), Data Protection Act 2018 – Equality of opportunity or treatment

## Storing personal information

We keep recruitment information for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting or reporting requirements. Details of retention periods for different aspects of personal information are set out in our Records Management Policy and are available upon request. After this period, we will securely destroy or anonymise personal information in accordance with data protection law.

## Use of Artificial Intelligence (AI)

We employ AI technologies to support various administrative functions. These technologies are designed to comply with data protection laws and are implemented with safeguards to protect your privacy. If you have any concerns about the use of AI in processing your data, please contact our Data Protection Officer.

## Who do we share information with?

We routinely share recruitment information with:

- Our professional advisors such as legal and HR advisors
- Recruitment agencies we engage
- Medical check providers
- Your nominated referees
- Third party reference providers, such as DBS, National College of Teaching and Leadership Teachers Services
- Other schools and academies within RMAT
- Other third parties we may engage the services of for the purposes of providing a public task or the administration of the Trust, for example our safeguarding monitoring software, our management information system provider
- Other third parties to whom we may choose to transfer or merge parts of the Trust or our assets. Alternatively, we may seek to acquire other trusts, schools or academies or merge with them. If a

change happens to the Trust, then the new management team may use your personal information in the same way as set out in the privacy notice

- This list is not exhaustive as there are other circumstances where we may also be required to share information, for example:
  - To comply with our legal obligations.
  - In connection with legal proceedings (or where we are instructed to do so by Court order).

## Your rights

Data protection law gives you certain rights about how your information is collected and used. To make a request for your personal information, please contact our Data Protection Officer by emailing [dpo@rmat.uk](mailto:dpo@rmat.uk)

Under data protection law, you also have the following rights:

- the right to be informed about the collection and use of your personal data – this is called ‘right to be informed’.
- the right to ask us for copies of your personal information we have about you – this is called ‘right of access’, this is also known as a subject access request (SAR), data subject access request or right of access request.
- the right to ask us to change any information you think is not accurate or complete – this is called ‘right to rectification’.
- the right to ask us to delete your personal information – this is called ‘right to erasure’
- the right to ask us to stop using your information – this is called ‘right to restriction of processing’.
- the ‘right to object to processing’ of your information, in certain circumstances.
- rights in relation to automated decision making and profiling.
- the right to withdraw consent at any time (where relevant).
- the right to complain to the Information Commissioner if you feel we have not used your information in the right way.

There are legitimate reasons why we may refuse your information rights request, which depends on why we are processing it. For example, some rights will not apply:

- right to erasure does not apply when the lawful basis for processing is legal obligation or public task.
- right to portability does not apply when the lawful basis for processing is legal obligation, vital interests, public task or legitimate interests.
- right to object does not apply when the lawful basis for processing is contract, legal obligation or vital interests. And if the lawful basis is consent, you don’t haven’t the right to object, but you have the right to withdraw consent.

If you have a concern about the way we are collecting or using your personal data, you should raise your concern with us in the first instance or directly to the Information Commissioner’s Office at [Make a complaint about how an organisation has used your personal information | ICO](#).

## Withdrawal of consent

Where we are processing your personal information with your consent, you have the right to withdraw that consent. If you change your mind, or you are unhappy with our use of your personal data, please let us know by contacting our Data Protection Officer by emailing [dpo@rmat.uk](mailto:dpo@rmat.uk)

## Contact

If you have any questions about this privacy notice or the way in which we use your personal information, please contact our Data Protection Officer by emailing [dpo@rmat.uk](mailto:dpo@rmat.uk)