



Privacy Notice for Applicants

Policy Owner:	Data Protection Officer
Approved by:	Trust Board
Last reviewed:	December 2024
Next review due by:	December 2025

Due to the evolving nature of The CAM Academy Trust, procedures behind this Policy will be reviewed and amended accordingly to reflect changes.

At the heart of our work lie the six core principles of The CAM Academy Trust. These drive everything that we do.



Privacy notice - how we use applicant information

The Cam Academy Trust is the employer for all staff within the Trust and its establishments. For the purposes of Data Protection legislation, the Cam Academy Trust is classed as a 'Data Controller' under the UK General Data Protection Regulation (UKGDPR). The Trust is registered with the Information Commissioner's Office and follows the principles of the UKGDPR.

This privacy notice covers the Trust and all academies within the Trust.

We take the privacy of our staff seriously and this notice outlines what sort of personal data we collect, why we do this, how long we store it and who we share it with. Access to personal data is only available to those who need it for a specific purpose.

1.How we use your information as an applicant

We will process the data you have provided to use during the application process for recruitment purposes only.

2.The categories of information that we collect, hold and share include:

The categories of applicant information that we collect, process, hold and share include, but is not limited to, the following:

- personal information (such as name, gender, date of birth, addresses, contact numbers, email address, teacher number and national insurance number)
- qualifications (and, where relevant, subjects taught)
- recruitment information (such as copies of right to work documentation, references and application forms)
- image information (such as photographs and CCTV footage)

We may also collect, store and use information about you that falls into "special categories" as defined under UKGDPR. This is a sub-category of personal data that requires heightened protection measures due to its sensitive and personal nature. This includes the following (where applicable):

- personal data revealing racial or ethnic origin personal data revealing political opinions
- personal data revealing religious or philosophical beliefs personal data revealing trade union membership
- genetic data
- biometric data (where used for identification purposes)
- data concerning health (including but not limited to medical conditions, medication, special needs, disabilities, allergies, dietary conditions)
- data concerning a person's sex life

- data concerning a person's sexual orientation

During the recruitment process we may receive information about you from a previous employer or an educational establishment which you have previously attended. You will know about this because you will have supplied us with the relevant contact details.

3. Why we collect and use applicant information

We collect applicants' data to:

- make a decision about appointments,
- inform the development of recruitment and retention policies improve the management of workforce data across the sector
- enable monitoring of success rates among those with protected characteristics to ensure they do not face discrimination. This includes gender, ethnicity and disability monitoring
- facilitate safer recruitment, as part of our safeguarding obligations towards pupils. including DBS checks
- ensure the safety and welfare of our applicants to meet statutory reporting obligations

4. Legal Basis for collecting and processing applicant information

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

- Article 6 – 1 (b) processing is necessary for the performance of a contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract;
- Article 6 – 1 (c) processing is necessary for the performance of a legal obligation to which the Academy Trust is subject, for example our legal duty to safeguard pupils
- Article 6 – 1 (d) processing is necessary to protect the vital interests of others, i.e. to protect pupils from harm;
- Article 6 - 1 (e) processing is necessary for the performance of our education function which is a function in the public interest;
- Article 9 – 2 (a) the data subject has given explicit consent to the processing of those personal data for one or more specified purposes
- Article 9 – 2 (b) 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 and social security and social protection law in so far as it is authorised by Union or Member State law or a collective agreement pursuant to Member State law providing for appropriate safeguards for the fundamental rights and the interests of the data subject;

5. Collecting Applicant information

When we collect personal information on our forms, we will make it clear whether there is a legal requirement for you to provide it, and whether there is a legal requirement on the academy / trust to collect it. If there is no legal requirement then we will explain why we need it and what the consequences are if it is not provided.

6. How long applicant information will be kept for

Once the recruitment process has been completed, we will store and dispose of your data as outlined in our Data Protection Policy which is available on our website: <https://www.catrust.co.uk/key-information/policies>

If you are the successful candidate, following the recruitment process, we will process your personal details on the schools Management Information system (MIS) so the IT department can create log in details to our systems for you. Please see the privacy notice for 'workforce' for information about how we will process your data as a member of staff.

7. Who we share applicant information with

In order to protect the welfare of applicants, pupil and staff, we may share applicant information with:

- Recruitment agencies (applicant tracking system)
- UCAS, HEIs and SCITT partners
- Health authorities
- Security organisations
- Law enforcement agencies and bodies (including Courts and Tribunals); and Next of kin
- OFSTED, DfE and external auditors on request

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

8. Artificial Intelligence (AI)

Artificial Intelligence technologies may be employed to enhance the educational experience and support the academic development of pupils / students at schools within the Cam Academy Trust. (AI) is defined in the school's policy (please see the school's AI policy for further information) as the development of computer systems that can perform tasks that typically require human intelligence, including but not limited to problem-solving, learning, and decision-making in the classroom.

We will ensure that any AI applications or tools used for collection and sharing of personal and sensitive data within the Trust comply with existing data protection laws and regulations.

9. Requesting access to your personal data

Under data protection legislation, you have the right to request access to information that we hold about you. To make a request for your personal information, please contact the Data Protection lead at the school you have sent your application to. Or email or write to Data Protection Officer (DPO), Mrs Carolyn Ducket cducket@catrust.co.uk , The Cam Academy

Trust, The Bungalow, West Street, Comberton, Cambridge CB23 7DU
We may need to see proof of identity to ensure we are not releasing data to the wrong person.
There may be a small administration fee for this service – if so, we will make this clear.

You also have the right to:

- ask us to correct any information we have about you if you think it is wrong
- ask us to erase information about you (although we may have good reasons why we cannot do this)
- ask us to limit what we are doing with your information object to what we are doing with your information
- ask us to transfer your information to another organisation in a format that makes it easy for them to use

If you have a concern about the way we are collecting or using your personal data, we request that you raise your concern with us in the first instance by contacting the DPO via the details above. Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/>

More information about your rights is available in our data protection policy which is available from our website: <https://www.catrust.co.uk/key-information/policies> A paper copy can also be requested from the HR representative you are dealing with.

10. Automated Decision-Making Processes

We do not employ any automated decision-making processes within our trust. If we did, you would have the right to:

- Give written notice requiring us to not take any automated decision using your personal data
- Be informed of when an automated decision is taken
- Ask us to reconsider a decision taken by automated means

If, in the future, we move to using automated decision-making processes, we will notify you of this and of your rights under the regulations.

11. Contact us:

If you have any questions or would like to discuss anything in this privacy notice please contact the Trust Data Protection Officer Carolyn Duckett at cducket@catrust.co.uk

If you have a concern or a complaint about how we collect and use your personal data, you should raise your concern with the school in the first instance. You can do this by contacting the data protection lead at the school or you can email the Trust data protection officer cducket@catrust.co.uk or write to Data Protection Officer, The Cam Academy Trust, Cambourne Village College, Sheepfold Lane, Cambourne, CB23 6FR.

There is more information in our Data Protection Policy which can be downloaded from our website: <https://www.catrust.co.uk/key-information/policies>

You can also complain to the Information Commissioner's Office in one of the following ways:

- Report a concern online at <https://ico.org.uk/concerns/>
- Call 0303 123 1113