



## Privacy Policy

The Company is a recruitment business which provides work-finding services to its clients and work-seekers. The Company must process personal data (sometimes, where appropriate, 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:

- Consent
- Legitimate interest
- Legal obligation
- Contractual obligation

Where the Company has collected the data on you from another source, it will collect the following personal data on you:

Personal data:

- Name/contact details
- Employment history
- Education history

Unless required by a specific job specification, the Company will not collect any sensitive personal data on you.

#### b. Legitimate interest

Where the Company has relied on a legitimate interest to process your personal data, we have undertaken a Legitimate Interest Assessment and our legitimate interest is as follows:

- You have placed your information on a job board and/or let it be known that you are open to new job opportunities; we provide a job-finding service and have a legitimate interest in contacting you for these purposes.

### **c. Recipient/s of data**

The Company will process your personal data with the following recipients:

- Zoho Corporation – CRM provider
- After obtaining your consent, with suitable, likely employers who have current vacancies in your area of interest
- After employment, especially in a contractor position, potentially with umbrella companies and our payroll company – consent will be sought from you.

### **d. Statutory/contractual requirement**

Your personal data may be 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. If this is the case, you are obliged to provide the personal data and if you do not the consequences of failure to provide the data are:

- We may no longer be able to pursue the job opportunity for you with our client.

## **2. Overseas Transfers**

The Company may transfer only the information you provide to us to countries outside the European Economic Area ('EEA') for the purposes of providing you with work-finding services. We will take steps to ensure adequate protections are in place to ensure the security of your information. The EEA comprises the EU member states plus Norway, Iceland and Liechtenstein.

## **3. 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 data (contact, employment history and education history), we will do so in line with statutory guidelines. 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.

## **4. 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.

You may exercise these rights at any time by contacting Stephanie Harding, Data Protection Lead (details below).

## **5. Complaints or queries**

If you wish to complain or ask about this privacy notice or any of the procedures set out in it please contact:

Stephanie Harding, Data Protection Lead 01768800260 [steph@macarthurrecruitment.co.uk](mailto:steph@macarthurrecruitment.co.uk)

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.