

Nicholsons Accountants

Privacy Notice for Job Applicants

Our organisation collects a range of information about you during our recruitment process, including:

- Your name and contact details.
- Your qualifications, experience, skills and employment history.
- Whether you have the right to work in the UK.
- Your current salary/wage and benefits.
- Whether you have a disability for which we need to make reasonable adjustments during our recruitment procedure.

We will collect this information from your CV and/or covering letter, exam certificates, passport or other identity documents and interviews. We will then store the information on our internal IT systems and we may also store this in paper form for the retention period specified, unless you give us your express written consent to retain this for longer. We may share the information internally for recruitment purposes with our Directors, and management team.

We may also obtain information from, and share your information with, former and future employers to obtain and provide references. We will not share your data with any other third parties or transfer it outside the European Economic Area or to a country that cannot comply with the General Data Protection Regulations.

If your application is unsuccessful, we may keep your information on file in case we have any future job opportunities for you. We will ask for your consent to do this and you are free to withhold this consent or withdraw it at any time.

Why We Handle Your Personal Data

We need to process various types of information about you to:

- Take the necessary steps before entering into a contract with you.
- Comply with our legal obligations, such as checking your right to work in the UK before employment starts.
- Fulfil our legitimate business interests, including being able to manage the recruitment process, assess your suitability for the role and decide whether to employ you. We also need to retain your data to defend ourselves against any legal claims.

We also need to process some 'special categories' of data. These include information necessary for equal opportunities monitoring and information about any disabilities so we can make any reasonable adjustments to the recruitment process, as well as information about any criminal convictions. This is necessary for us to perform our obligations and exercise specific rights related to employment.

Data Retention and Protection

If your application for employment is unsuccessful, we will keep your data on file for 6 months. If you consent to us keeping your information in case of further job opportunities, we will retain it until you withdraw your consent. If your application is successful, we will issue you with a new privacy notice setting out how long we will keep your personal information. We have strict policies and controls in place to prevent the loss, accidental destruction, misuse or disclosure of your data.

Your Rights and Obligations

Under data protection laws, you have the right to:

- Obtain a copy of your data if you wish.
- Ask us to amend incorrect or out-of-date data.
- Ask us to erase or stop processing your data if it is no longer necessary for us to hold it for its original purpose.
- Object to us processing your data where we are relying on our legitimate interests as the legal basis for processing.
- Complain to the Information Commissioner's Office if you believe that we have breached your data protection rights.

You are not obliged to provide any data to the organisation during the recruitment process. However, if you do not, we will not be able to process your application properly, if at all.

Automated Decision Making

We do not base our recruitment decisions solely on automated decision-making.

Contact Information

Laura Reilly – HR & Compliance Manager