

Privacy Policy for Job Applicants

As part of any recruitment process, Cambridge Econometrics Ltd (CE) collects and processes personal data relating to job applicants. The organisation is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

What information do we collect?

CE collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- whether or not you have a disability for which the organisation needs to make reasonable adjustments during the recruitment process; and
- information about your entitlement to work in the UK.

CE may collect this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, collected through correspondence, interviews or other forms of assessment.

We may also collect personal data about you from third parties, such as references supplied by former employers. We will seek information from third parties only once a job offer to you has been made and will inform you that we are doing so.

Data will be stored in a range of different places, including on your application record and on IT systems (including email).

Why do we process personal data?

We need to process data to take steps at your request prior to entering into a contract with you. We may also need to process your data to enter into a contract with you.

In some cases, we need to process data to ensure that we are complying with our legal obligations. For example, it is mandatory to check a successful applicant's eligibility to work in the UK before employment starts.

CE has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows us to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. We may also need to process data from job applicants to respond to and defend against legal claims.

We may also collect information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability. We process such information to carry out our obligations and exercise specific rights in relation to employment.

If your application is unsuccessful, CE may keep your personal data on file in case there are future employment opportunities for which you may be suited. We will ask for your consent before keeping your data for this purpose, and you are free to withdraw your consent at any time.

Who has access to the data?

Your information may be shared internally for the purposes of the recruitment exercise. This includes members of the Human Resources (HR) and recruitment team, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to the data is necessary for the performance of their roles.

We will not share your data with third parties, unless your application for employment is successful and we make you an offer of employment. We will then share your data with former employers to obtain references for you, and with employment background check providers to obtain necessary background checks.

How do we protect the data?

We take the security of your data seriously. We have internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

For how long do we keep the data?

If your application for employment is unsuccessful, the organisation will hold your data on file for six months after the end of the relevant recruitment process. If you agree to allow us to keep your personal data on file, we will hold your data on file for a further six months for consideration for future employment opportunities. At the end of that period, or once you withdraw your consent, your data is deleted or destroyed. You will be asked when you submit your application whether you give us consent to hold your details for the full 12 months in order to be considered for other positions or not.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your HR file (electronic and paper based) and retained during your employment. The periods for which your data will be held will be provided to you in a new privacy notice.

What are your rights?

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require CE to change incorrect or incomplete data;
- require CE to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;
- object to the processing of your data where CE is relying on its legitimate interests as the legal ground for processing; and
- ask CE to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override CE's legitimate grounds for processing data.

If you would like to exercise any of these rights, please contact CE's Company Secretary, Rachel Beaven (rb@camecon.com).

If you believe that the organisation has not complied with your data protection rights, you can complain to the [Information Commissioner](#). CE is registered with the Information Commissioner's Office register of data controllers: registration number Z6641097.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to CE during the recruitment process. However, if you do not provide the information, we may not be able to process your application properly or at all. If your application is successful, it will be a

condition of any job offer that you provide evidence of your right to work in the UK and satisfactory references.

When was this policy last reviewed?

12 March 2019.