



GDPR Candidate Privacy Notice

1 WHAT IS THE PURPOSE OF THIS DOCUMENT?

Prospero Group Limited (Company Number 04010426) of 3rd Floor 15 Worship Street, London, England, EC2A 2DT is a “Data Controller”. This means that we are responsible for deciding how we hold and use personal information about you. You are being sent a copy of this Privacy Notice because you are applying for work with us or via our recruitment services (whether as an employee, worker or contractor). It makes you aware of how and why your personal data will be used, namely for the purposes of the recruitment exercise, and how long it will usually be retained for. It provides you with certain information that must be provided under the General Data Protection Regulation ((EU) 2016/679) (GDPR).

2 DATA PROTECTION PRINCIPLES

We will comply with data protection law and principles, which means that your data will be:

- a) Used lawfully, fairly and in a transparent way.
- b) Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- c) Relevant to the purposes we have told you about and limited only to those purposes.
- d) Accurate and kept up to date.
- e) Kept only as long as necessary for the purposes we have told you about.
- f) Kept securely.

3 THE KIND OF INFORMATION WE HOLD ABOUT YOU

3.1 In connection with your application for work with us, we will collect, store, and use the following categories of personal information about you:

- a) The information you have provided to us in your curriculum vitae, registration form and or covering letter.
- b) The information you have provided on our application form, including name, previous surnames, title, address, telephone number, personal email address, date of birth, gender, employment history, qualifications, national insurance number, right to work information and documents, DBS results, overseas police check, contact name and telephone number for emergency contact, any details relation to disqualification from working with children subject to the relevant legislation, medical information relating to capability to carry out the role and professional registration details.
- c) Any information you provide to us during an interview.

d) Any communications between you and Prospero Group.

3.2 We may also collect, store and use the following “special categories” of more sensitive personal information:

- a) Information about your race or ethnicity, religious beliefs, sexual orientation and political opinions.
- b) Information about your health, including any medical condition, health and sickness records.
- c) Information about criminal convictions and offences.

3.3 Please note that you can amend/update any of your information we hold by contacting our Data Protection Officer.

4 HOW IS YOUR PERSONAL INFORMATION COLLECTED?

We collect personal information about candidates from the following sources:

- a) You, the candidate.
- b) Civil & Corporate Security Limited (our background check provider), from which we collect the following categories of data: all information contained within background checks they are instructed to carry out.
- c) Disclosure and Barring Service in respect of criminal convictions.
- d) Your named referees, from whom we collect the following categories of data: performance related information, general conduct information e.g. punctuality and attendance records. Please note that you can request a copy of our reference request form prior to it being sent to your named referee.
- e) The following data from third parties is from a publicly accessible source, including but not limited to: job boards, social media sites such as Facebook, LinkedIn, Twitter, Instagram, YouTube and Spotify, personal recommendations and face-to-face contact at recruitment events.

5 HOW WE WILL USE INFORMATION ABOUT YOU

5.1 We will use the personal information we collect about you to:

- a) Assess your skills, qualifications, and suitability for the role.
- b) Carry out background and reference checks, where applicable.
- c) Communicate with you about the recruitment process.
- d) Keep records related to our hiring processes.
- e) Comply with legal or regulatory requirements.

5.2 We also need to process your personal information to decide whether to provide you with our work finding services.

5.3 Having received your CV, covering letter and your application form (where applicable), we will then process that information to decide whether you meet the basic requirements to be shortlisted for our work finding services. If you do, we will decide whether your application is strong enough to invite you for an interview (where applicable). If we decide to call you for an interview, we will use the information you provide to us at the interview to decide whether to provide you with work finding services. If we decide to offer you work finding services, we will then take up references AND/OR carry out a criminal record AND/OR carry out any other check (where applicable) before confirming you have been accepted as a candidate for our work finding services.

6 HOW WE USE PARTICULARLY SENSITIVE PERSONAL INFORMATION

We will use your particularly sensitive personal information in the following ways:

- We will use information about your disability status to consider whether we need to provide appropriate adjustments during the recruitment process, for example whether adjustments need to be made during an interview.
- We will use information about your national or ethnic origin to ensure you have the relevant right to work within the location of the role.
- We will use information regarding any medical condition you declare to us in order to assess your capability to carry out the role/s for which you wish to be considered.
- We will use the results provided from your DBS check to assess your suitability for the role/s which you wish to be considered.

7 INFORMATION ABOUT CRIMINAL CONVICTIONS

7.1 We envisage that we will process information about criminal convictions.

7.2 We will collect information about your criminal convictions history if we would like to offer you a role conditional on checks and any other conditions, such as references, being satisfactory. We are required to carry out a criminal records check in order to satisfy ourselves that there is nothing in your criminal convictions history which makes you unsuitable for the role. In particular:

- a) We are legally required to carry out criminal record checks for those carrying out a role which would involve them working with vulnerable people. Please note that you will be notified in advance of us applying for such check.
- b) The roles of teachers and nurses are ones which are listed on the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (SI 1975/1023) and are also specified in the Police Act 1997 (Criminal Records) Regulations (SI 2002/233) so are eligible for a standard or enhanced check from the Disclosure and Barring Service.

7.3 We have in place an appropriate policy document and safeguards which we are required by law to maintain when processing such data.

8 AUTOMATED DECISION-MAKING

You will not be subject to decisions that will have a significant impact on you based solely on automated decision-making.

9 DATA SHARING

9.1 Why might you share my personal information with third parties?

We will only share your personal information with the following third parties for the purposes of processing your application: Prospero branches in Australia, New Zealand, Dubai and Canada, our IT provider, our CRM provider, Umbrella Companies including Civil & Corporate Security Limited. All our third-party service providers and other entities in the group are required to take appropriate security measures to protect your personal information in line with our policies. We do not allow our third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes and in accordance with our instructions.

10 DATA SECURITY

- 10.1 We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal information to those employees, agents, contractors and other third parties who have a business need-to-know. They will only process your personal information on our instructions and they are subject to a duty of confidentiality. Details of these measures may be obtained from our Data Protection Officer.
- 10.2 We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

11 DATA RETENTION

How long will you use my information for?

- 11.1 We will retain your personal information for a period of 12 months after our most recent reciprocal communication with you regarding work finding services. We retain your personal information for that period so that we can show, in the event of a legal claim, that we have not discriminated against candidates on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way. After this period, we will securely destroy your personal information in accordance with our data retention policy.
- 11.2 We may retain safeguarding information indefinitely. We retain this information in order to ensure that we are aware of any substantiated safeguarding issues relating to you in the event of any future applications you may submit to us.

12 RIGHTS OF ACCESS, CORRECTION, ERASURE, AND RESTRICTION

12.1 Your rights in connection with personal information

Under certain circumstances, by law you have the right to:

- a) **Request access** to your personal information (commonly known as a “data subject access request”). This enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it.
 - b) **Request correction** of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.
 - c) **Request erasure** of your personal information. This enables you to ask us to delete or remove personal information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).
 - d) **Object to processing** of your personal information where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground. You also have the right to object where we are processing your personal information for direct marketing purposes.
 - e) **Request the restriction** of processing of your personal information. This enables you to ask us to suspend the processing of personal information about you, for example if you want us to establish its accuracy or the reason for processing it.
 - f) **Request the transfer** of your personal information to another party.
- 12.2 If you want to review, verify, correct or request erasure of your personal information, object to the processing of your personal data, or request that we transfer a copy of your personal information to another party, please contact our Data Protection Officer in writing.

13 RIGHT TO WITHDRAW CONSENT

Where you provide us with consent in relation to us processing your personal information for the purposes of the recruitment, you have the right to withdraw your consent for processing for that purpose at any time. To withdraw your consent, please contact the DPO on DPO@prosperogrp.com. Once we have received notification that you have withdrawn your consent, we will no longer process your application and, subject to our retention policy, we will dispose of your personal data securely

14 DATA PROTECTION OFFICER

We have appointed a Data Protection Officer (DPO) to oversee compliance with this privacy notice. If you have any questions about this privacy notice or how we handle your personal information, please contact the DPO on DPO@prosperogrp.com. You have the right to make a complaint at any time to the Information Commissioner's Office (ICO), the UK supervisory authority for data protection issues.