



Privacy Notice for Job Applicants

Name of Local Mind	Hammersmith and Fulham Mind
Policy	Privacy Notice for Job Applicants
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Privacy Notice for Job Applicants

As part of any recruitment process, Hammersmith and Fulham Mind 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?

Hammersmith and Fulham Mind 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;
- Information about your current level of remuneration, including benefit entitlements;
- 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.

Hammersmith and Fulham Mind 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, or collected through 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, in HR management systems and on other IT systems (including email).

Why does Hammersmith and Fulham Mind 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.

Hammersmith and Fulham Mind 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 do not use automated decision making.

Hammersmith and Fulham Mind may process special categories of data, such as information about ethnic origin, sexual orientation or religion or belief to monitor recruitment statistics.

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 legal obligations and exercise specific rights in relation to employment.

For some roles, we are obliged to seek information about criminal convictions and offences. Where we seek this information, we do so because it is necessary for us to carry out our obligations and exercise specific rights in relation to employment.

If your application is unsuccessful, Hammersmith and Fulham Mind 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 we keep your data for this purpose and you are free to withdraw your consent at any time.

Who has access to data?

Your information may be shared internally for the purposes of the recruitment exercise. This includes members of the HR 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 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 employment background check providers to obtain necessary background checks.

How does Hammersmith and Fulham Mind protect 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.

How long does Hammersmith and Fulham Mind keep 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. At the end of that period your data is deleted or destroyed.

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

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 the organisation to change incorrect or incomplete data;

- Require the organisation to delete or stop processing your data, for example where data is no longer necessary for the purposes of processing; and
- Object to the processing of your data where Hammersmith & Fulham Mind is relying on its legitimate interests as the legal grounds for processing.

If you would like to exercise any of these rights, please contact recruit@hfmind.org.uk.

If you believe that the organisation has not complied with your data protection rights, you can complain to the Information Commissioner.

Hammersmith and Fulham Mind is registered with the Information Commissioner's Office and have a Data Protection register number: **ZA193277**.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to Hammersmith & Fulham Mind 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.