



## This privacy notice applies to applicants for office, senior membership and employment Keble College

*This is one of several Privacy Notices published by Keble College, all of which are available [here](#), along with more information about what the notices explain, personal data, your rights and who you can contact about your data.*

### **What personal data we hold about you and how we use it**

We may hold and use a range of data about you at different stages of our relationship with you. We might receive this data from you; we might create it ourselves, or we might receive it from someone else (for example if someone provides us with a reference about you).

Categories of data that we collect, store and use include (but are not limited to):

- The contact details that you provide to us, including names, addresses and telephone numbers.
- The position, role, grade, salary and benefits attaching to the relevant role.
- Your application paperwork, including the results of any testing.
- Details of your qualifications and correspondence in relation to them.
- References received about you, as well as the names and contact details of referees.
- Requests for special arrangements and/or waiver of eligibility criteria, including our consideration and decisions in relation to the same.
- Communications with you regarding the outcomes of your application.
- Records of decisions, including relevant committee and panel reports.
- Copies of passports, right to work documents, visas and other immigration data.
- Details of any medical issues and/or disabilities that you have notified to us, including any consideration and decision on reasonable adjustments made as a result.
- Equality monitoring data.

Further categories of data that we hold in relation to current staff, officer holders and senior members are set out in our [Record of Processing Activity](#).

### **Details of our processing activities, including our lawful basis for processing**

Details of the lawful bases we rely on for the processing of the categories of data that we hold in relation to applicants for office, senior membership and employment at College are set out in our [Record of Processing Activity](#). This also includes details of retention periods. Details of parties to whom we transfer data, and on what basis, are available [here](#).

### **Data that you provide to us and the possible consequences of you not providing it**

Most data that you provide to us is processed by us in order that we, and you, can comply with obligations imposed by law. For example:

- Copies of your passport, right to work, and visa information will be collected by us at the time of your application or appointment, and at the point of any change or renewal of immigration status, to enable us to comply with UK Immigration and Visa requirements. We may be required by law to retain that data, along with related information (such as your application paperwork, short-lists and selection committee papers), even where you are not appointed, until a certain point after the person appointed ceases to be employed by College.
- If the relevant role requires regular interactions with children or vulnerable adult, we are required by law to carry out a Disclosure and Barring Service check in relation to you. In accordance with section 124 of the Police Act 1997, DBS certificate information is only passed to those who are authorised to receive it in the course of their duties and, in line with the DBS code of practice, is not kept by College for any longer than is necessary.

Your failure to provide such data may mean that you are unable to take up the relevant role.

Other data that you give to us is provided on a wholly voluntary basis – you have a choice whether to do so. Examples include:

- Equality monitoring data, which is requested by the College as part of the equality monitoring that we undertake pursuant to our legal obligations under the Equality Act 2010.
- Disability and health condition information, which you may choose to provide to us in order that we can take this information into account when considering whether to make a reasonable adjustment.

### Other sources of your data

Apart from the data that you provide to us, we may also process data about you from a range of sources. These include:

- Data that we generate about you when processing your application;
- Data generated by the University of Oxford, where the role you have applied for is a joint position offered by both College and the University;
- Your previous educational establishments and/or employers if they provide references to us;

Our [Record of Processing Activity](#) indicates the sources of each of the various categories of data that we process.

### How we share your data

We do not, and will not, sell your data to third parties. We will only share it with third parties if we are allowed or required to do so by law.

Examples of bodies to whom we are required by law to disclose certain data include, but are not limited to:

Organisation	Why?
Home Office; UK Visas and Immigration	To fulfil College's obligations as a visa sponsor

Examples of bodies to whom we may voluntarily disclose data, in appropriate circumstances, include but are not limited to:

Organisation	Why?
Other Colleges and/or PPHs within the University of Oxford, University offices and/or departments	Where you apply for a role shared between different parts of the collegiate university, we may need to share relevant data for the proper functioning of relevant contracts and services.
Third party service providers	To facilitate activities of College]. Any transfer will be subject to an appropriate, formal agreement between College and the processor.
Police	Submission of relevant and specific CCTV footage to assist in criminal investigations.

Where information is shared with third parties, we will seek to share the minimum amount of information necessary to fulfil the purpose.

All our third party service providers are required to take appropriate security measures to protect your personal information in line with our policies, and are only permitted to process your personal data for specific purposes in accordance with our instructions. We do not allow our third party providers to use your personal data for their own purposes.

More extensive information on the categories of recipients of your data is set out in a table [here](#).

### **Sharing your data outside the European Union**

The law provides various further safeguards where data is transferred outside of the EU.

When you are resident outside the EU in a country where there is no “adequacy decision” by the European Commission, and an alternative safeguard is not available, we may still transfer data to you which is necessary for performance of your contract with us.

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When you are resident outside the EU in a country where there is no “adequacy decision” by the European Commission, and an alternative safeguard is not available, we may still transfer data to you which is necessary for performance of your contract with us.

Otherwise, we will not transfer your data outside the European Union without first notifying you of our intentions and of the safeguards that apply to your data.

### **Automated decision-making**

We do not envisage that any decisions will be taken about you based solely on automated means, however we will notify you in writing if this position changes.

### **How long we keep your data**

We retain your personal information for as long as necessary to fulfil the purposes we collected it for, including for the purpose of satisfying any legal, accounting or reporting requirements.

Details of expected retention periods for the different categories of your personal information that we hold are set out in our [Record of Processing Activity](#).

Retention periods may increase as a result of legislative changes, e.g. an increase in limitation periods for legal claims would mean that College is required to retain certain categories of personal data for longer. Any such changes will be reflected in updated versions of our Record of Processing Activity.

Please note that we may keep anonymised statistical data indefinitely, but you cannot be identified from such data.

### **College's Contact Details**

If you need to contact us about your data, please contact: The Human Resources Manager, Keble College, Parks Road, Oxford, OX1 3PG. Tel 01865 272707

Email [marie.ruffle@keble.ox.ac.uk](mailto:marie.ruffle@keble.ox.ac.uk)

The College has a Data Protection Officer, whose contact details are:

The Data Protection Officer

Keble College

Oxford

OX1 3PG

Email: [data.protection@keble.ox.ac.uk](mailto:data.protection@keble.ox.ac.uk)

### **Future changes to this privacy notice**

We may need to update this notice from time to time, for example if the law or regulatory requirements change, if technology changes or to make the College's or University's operations and procedures more efficient. If the change is material, we will give you not less than two months' notice of the change so that you can exercise your rights, if appropriate, before the change comes into effect. We will notify you of the change by email or letter.

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