

INVICTUS

Education Trust

Supply and Agency Staff Privacy Notice

This privacy notice has been written to inform prospective, current, and former supply/agency staff employed by Invictus Education Trust about how and why we process their personal data.

Who are we?

Invictus Education Trust is a 'Data Controller' as defined by Article 4 (7) of the UK GDPR. This means that we determine the purposes for which, and the manner in which, your personal data is processed. We have a responsibility to you and your personal data and will only collect and use this in ways which are compliant with data protection legislation.

The Trust has appointed Veritau Ltd to be its Data Protection Officer (DPO). The role of the DPO is to ensure that the Trust is compliant with the UK GDPR and to oversee data protection procedures. If you would like to discuss anything in this privacy notice, please contact the Trust's Senior Information Risk Owner Emma Myers by email emyers@invictus.education or Veritau Ltd. Veritau's contact details are:

Schools Data Protection Officer
Veritau Ltd
County Hall
Racecourse Lane
Northallerton
DL7 8AL
schoolsDPO@veritau.co.uk
01904 554025



Please ensure you include the name of your Trust in all correspondence

What information do we collect and why do we need it?

The personal data we collect about you includes:

- Personal identifiers (your name, date of birth etc)
- Relevant criminal history data as required to determine suitability for the role

We process your information for the reasons outlined below. This is in order to fulfil our obligations associated with your employment in line with Article 6 (1)(c) of the UK GDPR:

- Legal obligation

To process your criminal history data, the Trust relies on the following conditions under Schedule 1 of the Data Protection Act 2018:

- (6). Statutory and government purposes
- (10). Preventing or detecting unlawful acts
- (18). Safeguarding of children and individuals at risk

All other personal data will be retained by the supply agency.

Who has access to your personal data?

Your information will only be made available to those who need it to do their job in relation to your service. This includes the Head Teacher and other relevant staff.

Who do we share your personal data with?

We have duties under the Freedom of Information Act 2000 to disclose information we hold unless there is a very good reason to withhold it. Therefore, we may disclose your name and work email address (if applicable) publicly in response to a request if we are required to do so.

How long do we keep your personal data for?

The Trust will keep your data in line with our relevant policies and procedures. Most of the information we process about you will be determined by statutory obligations. Any personal information which we are not required by law to retain will only be kept for as long as is necessary to fulfil our organisational needs.

Do you transfer my data outside of the UK?

Generally, the information that the Trust holds is all held within the UK. However, some information may be held on computer servers which are held outside of the UK. We will take all reasonable steps to ensure your data is not processed in a country that is not seen as 'safe' by the UK government. If we do need to send your data out of the European Economic Area it will ensure it has extra protection from loss or unauthorised access.

What rights do you have over your data?

Under the UK GDPR you have the following rights in relation to the processing of your personal data:

- To be informed about how we process your personal data. This notice fulfils this obligation
- To request access to your personal data that we hold, and be provided with a copy of it
- To request that your personal data is amended if inaccurate or incomplete
- To request that your personal data is erased where there is no compelling reason for its continued processing
- To request that the processing of your personal data is restricted
- To object to your personal data being processed

You can exercise any of these rights by contacting the Trust's Senior Information Risk Owner Emma Myers by email emyers@invictus.education.

If you have any concerns about the way we have handled your personal data or would like any further information, then please contact our DPO on the address provided above.

If we cannot resolve your concerns you may also complain to the Information Commissioner's Office (the Data Protection Regulator) about the way in which the Trust has handled your personal data. You can do so by contacting:

First Contact Team
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow Cheshire
SK9 5AF
icocasework@ico.org.uk / 0303 123 1113

Last updated

We may need to update this privacy notice periodically so we recommend that you revisit this information from time to time. This version was last updated on 27 June 2022.