

## Privacy Policy

Cover Teachers is a recruitment business which provides work-finding services to its clients and work-seekers. Cover Teachers must process personal data (including sensitive personal data) so that it can provide these services – in doing so, Cover Teachers acts as a data controller.

You may give your personal details to Cover Teachers directly, such as on an application or registration form or via our website, or we may collect them from another source such as a jobs board. Cover Teachers must have a legal basis for processing your personal data. For the purposes of providing you with work-finding services and/or information relating to roles relevant to you we will only use your personal data in accordance with the terms of the following statement.

### 1. Collection and use of personal data

#### a. Purpose of processing and legal basis

Cover Teachers will collect your personal data (which may include sensitive personal data) and will process your personal data for the purposes of providing you with work-finding services. The legal bases we rely upon to offer these services to you are one of the following:

- Consent
- Legal obligation
- Contractual obligation

#### b. Recipient/s of data

Cover Teachers will process your personal data and sensitive personal data with active using clients and with our sister company, Class People.

#### c. Statutory/contractual requirement

Your personal data is required by law and/or a contractual requirement (e.g. our client may require this personal data), and/or a requirement necessary to enter into a contract. You are obliged to provide the personal data and if you do not the consequences of failure to provide the data will result in Cover Teachers no longer being able to work with you.

### 2. Data retention

Cover Teachers will retain your personal data only for as long as is necessary. Different laws require us to keep different data for different periods of time.

The Conduct of Employment Agencies and Employment Businesses Regulations 2003, require us to keep work-seeker records for at least one year from (a) the date of their creation or (b) after the date on which we last provide you with work-finding services.

We must also keep your payroll records, holiday pay, sick pay and pensions auto-enrolment records for as long as is legally required by HMRC and associated national minimum wage, social security and tax legislation.

Where Cover Teachers has obtained your consent to process your personal and sensitive data, we will do so in line with our data protection policy. Upon expiry of that period Cover Teachers will seek further consent from you. Where consent is not granted Cover Teachers will cease to process your personal data.

### **3. Your rights**

Please be aware that you have the following data protection rights:

- The right to be informed about the personal data Cover Teachers processes on you;
- The right of access to the personal data Cover Teachers processes on you;
- The right to rectification of your personal data;
- The right to erasure of your personal data in certain circumstances;
- The right to restrict processing of your personal data;
- The right to data portability in certain circumstances;
- The right to object to the processing of your personal data that was based on a public or legitimate interest;
- The right not to be subjected to automated decision making and profiling; and
- The right to withdraw consent at any time.

Where you have consented to Cover Teachers processing your personal and sensitive data you have the right to withdraw that consent at any time by contacting the Head of Compliance on 01242 898124 or email [compliance@classpeople.co.uk](mailto:compliance@classpeople.co.uk)

### **4. Complaints or queries**

If you wish to complain about this privacy notice or any of the procedures set out in it please contact Cover Teacher's Head of Compliance, 01242 898124 or email [compliance@classpeople.co.uk](mailto:compliance@classpeople.co.uk)

You also have the right to raise concerns with Information Commissioner's Office on 0303 123 1113 or at <https://ico.org.uk/concerns/>, or any other relevant supervisory authority should your personal data be processed outside of the UK, if you believe that your data protection rights have not been adhered to.