

## **Job Applicant Privacy Notice**

As part of any recruitment process, Veterinary Vision Limited collects and processes personal data relating to job applicants. Veterinary Vision is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

### **What information does Veterinary Vision collect?**

The Veterinary Vision 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 Company needs to make reasonable adjustments during the recruitment process; and
- information about your entitlement to work in the UK.

Veterinary Vision 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, including online tests.

Veterinary Vision may also collect personal data about you from third parties, such as references supplied by former employers and information from employment background check providers. 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 Veterinary Vision process personal data?**

Veterinary Vision needs to process data to take steps at your request prior to entering into a contract

with you. It may also need to process your data to enter into a contract with you.

In some cases, Veterinary Vision needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

Veterinary Vision 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 Veterinary Vision to

manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job.

Veterinary Vision may also need to process data from job applicants to respond to and defend against

legal claims. Veterinary Vision may process special categories of data, such as information about ethnic

origin, sexual orientation or religion or belief, to monitor recruitment statistics. It may also collect information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability. Veterinary Vision processes such information to carry out its obligations and exercise specific rights in relation to employment.

For some roles Veterinary Vision may be obliged to seek information about criminal convictions and

offences. Where Veterinary Vision seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment. Veterinary Vision will not use your data for any purpose other than the recruitment exercise for which you have applied. If your application is unsuccessful, Veterinary Vision may keep your personal data on file in case there are future employment opportunities for which you may be suited. Veterinary Vision will ask for your consent before it keeps 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.

Veterinary Vision will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. Veterinary Vision will then share your data with former employers to obtain references for you and employment background check providers to obtain necessary background checks.

In certain circumstances it may also be necessary to transfer such personal data (including sensitive personal data) outside the European Economic Area.

### **How does Veterinary Vision protect data?**

Veterinary Vision takes the security of your data seriously. It has 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.

### **For how long does Veterinary Vision keep data?**

If your application for employment is unsuccessful, Veterinary Vision will hold your data on file for 6 months after the end of the relevant recruitment process. If you agree to allow Veterinary Vision to keep your personal data on file, Veterinary Vision will hold your data on file for a further 6 months for consideration for future employment opportunities. At the end of that period or once you withdraw your consent, 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 personnel file and retained during your employment. The periods for which your data will be held will be provided to you in a new employee 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 Company to change incorrect or incomplete data;
- require the Company to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing; and

- object to the processing of your data where the Company is relying on its legitimate interests as the legal ground for processing.

If you would like to exercise any of these rights, please contact the recruiting or Practice Manager or a member of the People & Culture Team.

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

**What if you do not provide personal data?**

You are under no statutory or contractual obligation to provide data to Veterinary Vision during the recruitment process. However, if you do not provide the information, Veterinary Vision may not be able to process your application properly or at all.