

Privacy Notice for Volunteer Applicants

In accordance with the General Data Protection Regulation (GDPR), we have implemented this privacy notice to inform you, as prospective volunteers of our organisation, of the types of data we process about you. We also include within this notice the reasons for processing your data, the lawful basis that permits us to process it, how long we keep your data for and your rights regarding your data.

A) DATA PROTECTION PRINCIPLES

Under GDPR, all personal data obtained and held by us must be processed according to a set of core principles. In accordance with these principles, we will ensure that:

- a) processing is fair, lawful and transparent
- b) data is collected for specific, explicit, and legitimate purposes
- c) data collected is adequate, relevant and limited to what is necessary for the purposes of processing
- d) data is kept accurate and up to date. Data which is found to be inaccurate will be rectified or erased without delay
- e) data is not kept for longer than is necessary for its given purpose
- f) data is processed in a manner that ensures appropriate security of personal data including protection against unauthorised or unlawful processing, accidental loss, destruction or damage by using appropriate technical or organisation measures
- g) we comply with the relevant GDPR procedures for international transferring of personal data

B) TYPES OF DATA HELD

We keep several categories of personal data on our prospective volunteers in order to carry out effective and efficient processes. We keep this data in recruitment files relating to each vacancy and we also hold the data within our computer systems, for example, recruitment logs.

Specifically, we hold the following types of data:

- a) personal details such as name, address, phone numbers
- b) information of any disability you have or other medical information to enable us to make reasonable adjustments
- c) information on your age, gender, ethnicity, sexual orientation, gender identity, disabilities and how you heard about our volunteering opportunities for equality monitoring purposes
- d) information gathered via the recruitment process such as that entered into an application form
- e) information within references
- f) details on your education and employment history etc
- g) driving licence for those volunteers who drive vehicles owned or leased by the organisation; or who drive their own vehicle for use with their volunteering role
- h) criminal convictions as appropriate given the nature of your role and where the law permits us

C) COLLECTING YOUR DATA

You provide several pieces of data to us directly during the recruitment exercise. We will collect data about you from third parties when gathering references.

Should you be successful in your volunteering application, we will also gather further information from you, for example, your bank details for the processing of out of pocket expenses via BACS, and next of kin details, once your volunteering begins.

D) LAWFUL BASIS FOR PROCESSING

The law on data protection allows us to process your data for certain reasons only.

The information below categorises the types of data processing we undertake and the lawful basis we rely on.

Activity requiring your data	Lawful basis
Making recruitment decisions in relation to both initial and subsequent volunteering e.g. additional roles	Our legitimate interests
Assessing training needs	Our legitimate interests
Dealing with legal claims made against us	Our legitimate interests
Preventing fraud	Our legitimate interests
Anonymised monitoring of the profile of volunteer applicants for equality and diversity purposes	Consent

E) SPECIAL CATEGORIES OF DATA

Special categories of data are data relating to your:

- a) health
- b) sex life
- c) sexual orientation
- d) race
- e) ethnic origin
- f) political opinion
- g) religion
- h) trade union membership
- i) genetic and biometric data

We carry out processing activities using special category data:

- a) for the purposes of equality and diversity monitoring

Most commonly, we will process special categories of data when the following applies:

- a) you have given explicit consent to the processing
- b) we must process the data in order to carry out our legal obligations
- c) we must process data for reasons of substantial public interest
- d) you have already made the data public

F) FAILURE TO PROVIDE DATA

Your failure to provide us with data may mean that we are unable to fulfil our requirements for entering into volunteering with you. This could include being unable to offer you a volunteering opportunity or administer payment of out of pocket expenses.

G) CRIMINAL CONVICTION DATA

We will only collect criminal conviction data where it is appropriate given the nature of your role and where the law permits us. This data will usually be collected at the application stage during recruitment, however, may also be collected during your volunteering. We use criminal conviction data to determine your suitability, or your continued suitability for the role. We rely on the lawful basis of legitimate interest to process this data.

All volunteer applicants are asked to complete a form regarding any criminal conviction data, where it is relevant to the role. If the volunteering application does not continue for any reason the form containing any data will be securely disposed of.

As part of the volunteer recruitment process applicants may be required to undergo either a Basic Disclosure, or Enhanced Disclosure dependent on their role. The application process for disclosure is through a third party but no criminal conviction data is accessed by them or Age UK Blackburn with Darwen. The organisation will be notified if the disclosure is clear, or be made aware that the applicant will need to share the contents. In such cases the applicant is sent the certificate by the Disclosure & Barring Service. The onus is then on the volunteer applicant to share the contents of the disclosure with the organisation.

H) WHO WE SHARE YOUR DATA WITH

Employees within our organisation who have responsibility for volunteer recruitment will have access to your data which is relevant to their function. All employees with such responsibility have been trained in ensuring data is processing in line with GDPR.

Once your application to volunteer has been received, data may be shared with third parties for the following reasons:

- the organisation's subsidiary and associate companies
- the organisation's HR advisers regarding personnel issues
- the organisation's official insurance brokers and insurers
 - relevant data if the role includes driving a vehicle owned or leased by the organisation
 - relevant data in respect of employee references if insurance cover is required under the fidelity extension of the policy
 - relevant data in the event of a claim under the Employers' liability section of the policy
- the organisation's disclosure application provider who supplies online criminal record check application utilising the DBS's e-Bulk interface, which allows electronic submission of criminal record check applications

We may also share your data with third parties for other reasons to comply with a legal obligation upon us.

If we are unable to offer the volunteering role that you are interested in we may, if you wish and with your specific consent, share your details with an organisation that does provide that role so they make contact with you.

We have a data processing agreement in place with all third parties to ensure data is not compromised. Third parties must implement appropriate technical and organisational measures to ensure the security of your data.

We do not share your data with bodies outside of the European Economic Area.

I) PROTECTING YOUR DATA

We are aware of the requirement to ensure your data is protected against accidental loss or disclosure, destruction and abuse. We have implemented processes to guard against such.

J) TRANSFER OF YOUR INFORMATION TO THIRD PARTIES

We may transfer your personal information to a third party as part of a sale or transfer of some or all of our organisation and assets to any third party or as part of any business restructuring, reorganisation or closure; or if we're under a duty to disclose or share your personal data in order to comply with any legal obligation or to enforce or apply our terms of use or to protect the rights, property or safety of our staff, supporters, customers, users of the website or others. However, we will take steps with the aim of ensuring that your privacy rights continue to be protected.

K) RETENTION PERIODS

We only keep your data for as long as we need it for, which, in relation to unsuccessful candidates, is a maximum of 12 months.

If your volunteer application is not successful and we have not sought consent or you have not provided consent upon our request to keep your data for the purpose of future suitable volunteer vacancies, we will keep your data for six months once the volunteer recruitment exercise ends.

If we have sought your consent to keep your data on file for future volunteer vacancies, and you have provided consent, we will keep your data for nine months once the volunteer recruitment exercise ends. At the end of this period, we will delete or destroy your data, unless you have already withdrawn your consent to our processing of your data in which case it will be deleted or destroyed upon your withdrawal of consent.

Where you have provided consent to our use of your data, you also have the right to withdraw that consent at any time. This means that we will stop processing your data and there will be no consequences of withdrawing consent.

If your application to volunteer is successful, your data will be kept and transferred to the systems we administer for volunteers. We have a separate privacy notice for volunteers, which will be provided to you.

L) YOUR RIGHTS

You have the following rights in relation to the personal data we hold on you:

- a) the right to be informed about the data we hold on you and what we do with it
- b) the right of access to the data we hold on you. We operate a separate Subject Access Request policy and all such requests will be dealt with accordingly
- c) the right for any inaccuracies in the data we hold on you, however they come to light, to be corrected. This is also known as 'rectification'
- d) the right to have data deleted in certain circumstances. This is also known as 'erasure'
- e) the right to restrict the processing of the data
- f) the right to transfer the data we hold on you to another party. This is also known as 'portability'
- g) the right to object to the inclusion of any information
- h) the right to regulate any automated decision-making and profiling of personal data

In addition to the above rights, you also have the unrestricted right to withdraw consent, that you have previously provided, to our processing of your data at any time. Withdrawing your consent means that we will stop processing the data that you had previously given us consent to use. There will be no consequences for withdrawing your consent. However, in some cases, we may continue to use the data where so permitted by having a legitimate reason or legal obligation for doing so.

If you wish to exercise any of the rights explained above, please contact Elaine Jennings Head of Business Development using the contact details below.

M) MAKING A COMPLAINT

You are able to raise a complaint with the organisation if you think your data rights have been breached by contacting Elaine Jennings Head of Business Development, Age UK Blackburn with Darwen, Suite 12 Kings Court, 33 King Street, Blackburn, BB2 2DH. By telephone on 01254 266620 or by visiting our website: ageukbwd.org.uk and search for complaint. Our Complaints Policy & Procedure is also available on our website.

If you think your data rights have been breached, you are able to raise a complaint with the Information Commissioner (ICO). You can contact the ICO at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or by telephone on 0303 123 1113 (local rate) or 01625 545 745.

N) DATA PROTECTION COMPLIANCE

Our Operational Data Protection Lead is:

Elaine Jennings Head of Business Development
Age UK Blackburn with Darwen, 4 King Street, Blackburn, BB2 2DH
Tel: 01254 266620
Email: data@ageukbwd.org.uk

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<https://ageukbwd.sharepoint.com/sites/FS-General/Shared Documents/Organisational/Data Protection/Privacy Notices/Volunteer Applicants.docx>