

*Registered Charity No. 1078344*

**PRIVACY NOTICE FOR APPLICANTS AND EMPLOYEES**

**What information do we collect from you and why?**

When you apply for a job with SCRATCH (the data controller) we collect personal information about you such as name and contact details. We also ask for details about your previous experience, education, referees and other details relevant to the role you apply for. We use this information to progress your application, assess your suitability for the role and/or to administer your employment. You don’t have to provide what we ask for, but it might affect your application if you don’t.

We also ask for equal opportunities information although this is not mandatory. It won’t affect your application if you choose not to provide it. This information will not be made available to people outside of our recruitment process in a way which can identify you. The information you do provide will be used only to produce and monitor equal opportunities statistics.

**What do we do with your information?**

*Unsuccessful applicants*

We will keep the information you provide in hard copy or electronic form for 6 months following the end of the recruitment process, after which it will be securely destroyed or deleted.

*Successful applicants*

We are required to confirm the identity of staff, your right to work in the United Kingdom and we seek assurance as to your trustworthiness and reliability. In order to do this, we ask you to provide:

* Proof of identity – you will be asked to provide original documents, we will take copies.
* Proof of qualifications – you will be asked to provide original documents, we will take copies.
* You may be asked to complete a criminal records declaration to declare any unspent convictions.
* Information for Disclosure and Barring Service (DBS) check (if applicable).
* We will contact your referees directly to obtain references, using the details you provide

If we offer you employment we will also ask you for bank details to process salary payments and emergency contact details, so we know who to contact in case you have an emergency at work.

When you leave our employment, we retain the information we have about you for 6 years.

**Who do we share your information with?**

Your personal information will be stored on a hard copy personnel file and in electronic form in in Office 365.

Except for the service providers noted above, we only share your personal information outside of SCRATCH insofar as is needed to administrate your employment in compliance with relevant laws.

**What are your rights?**

You have a right to see the information we hold about you. Requests can be made in writing to the Senior Manager (Resources) at our Office address or by email.

If you believe the personal information we hold about you is inaccurate you can ask to have it put right.

This Privacy Notice forms part of our full Data Protection and Privacy Policy which can be requested from our office or viewed on our website.



CONFIDENTIAL APPLICATION FOR EMPLOYMENT

Please complete all sections of the application form

|  |  |
| --- | --- |
| Post applied for: |  |
| How did you become aware of this vacancy? |  |
| If advertisement seen, please state where: |  |

1. PERSONAL DETAILS

|  |  |
| --- | --- |
| Surname: |  |
| First Name(s): |  |
| Home / Private Address: Post code: |
| Telephone numbers: | Home | Mobile | Work |
| May we contact you at work? | Yes | No |
| E-mail address: |  |
| National Insurance Number: |  |

2. EDUCATION / QUALIFICATIONS / TRAINING / COURSES

|  |
| --- |
| SCHOOL / FURTHER EDUCATION / HIGHER EDUCATION / OTHER TRAININGPlease enter most recent first |
| Dates | Establishment/Organiser | Course undertaken / Qualifications obtained | Grade / Level |
|  |  |  |  |

PROFESSIONAL BODIES OF WHICH YOU ARE A MEMBER:

Please give details of level, when obtained and expiry date of membership.

*Please continue on a separate sheet if necessary*

3. EMPLOYMENT

|  |
| --- |
| PRESENT / MOST RECENT POSITION: |
| Job Title: |  |
| Employer: |  |
| Type of organisation: |  |
| Salary: |  |
| Start Date: |  |
| Brief description of duties: |
| Are you still employed? | Yes | If yes, notice required: |
|  | No | If no, date of leaving:When can you start work with us?Reason for leaving: |

EMPLOYMENT HISTORY (covering at least the last seven years, most recent employment first). Please account for all gaps in employment history, including voluntary or community work.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Dates from and to | Name and address of employerType of organisation | Salary (on leaving) | Job Title and main duties | Reason for leaving |
|  |  |  |  |  |

*Please continue on a separate sheet if necessary*

4. OTHER INFORMATION

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|  |  |  |
| --- | --- | --- |
| We welcome applications from people with disabilities. Do you have any disabilities that might affect your application? | Yes | No |
| Please let us know if there are: |
| 1. Any reasonable adjustments we can make to assist you in your application
 |  |
| 1. Any reasonable adjustments we can make to the job itself to help you carry it out
 |  |

|  |  |  |
| --- | --- | --- |
| Do you need a work permit to work in the UK? | Yes | No |

5. ETHOS

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| --- |
| SCRATCH requires its employees to sympathise with its Christian ethos and values (please refer to the attached statement). How are you able to demonstrate this? |
|  |

6. SUPPORTING STATEMENT

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| --- |
| With close reference to the Job Description and Person Specification, please give an account of experience, knowledge, skills and training you have had which meet the requirement of the post. Please include any other information you feel relevant in support of your application and what you can offer to the post. |
|  |

*Please continue on a separate sheet if necessary. Please keep your supporting statement to no more than 2 sides of A4.*

8. REFERENCES

|  |
| --- |
| Please submit two referees, one of which should be from your most recent employers. |
| PRESENT / MOST RECENT EMPLOYER: |
| Name: |  |
| Position: |  |
| Organisation Address: Post code: |
| Telephone Number: |  |
| E-mail address: |  |

|  |
| --- |
| OTHER: |
| Name: |  |
| Position: |  |
| Organisation Address: Post code: |
| Telephone Number: |  |
| E-mail address: |  |

9. DECLARATIONS

1. I have read and understand the Privacy Notice relating to the information I have provided on this form
2. I authorise SCRATCH to obtain references to support this application and accept and release SCRATCH and referees from liability caused by giving and receiving information.
3. I confirm that the information given on this form is correct and that if I have provided wrong or falsified information this may be proper cause for rejection or, if employed, cause for dismissal.

Signature: ...................................................................................................... Date: ..........................................................

Please return the completed form to:

SCRATCH

33 Mount Pleasant Industrial Estate

Southampton

SO14 0SP

Please write JOB APPLICATION clearly on the envelope (or in subject line for applications submitted by email).

Tel: 023 8077 3132

Email: reception@scratchcharity.co.uk

*Registered Charity No. 1078344*

*Jan 2023*

|  |
| --- |
| SCRATCH EQUALITY MONITORING FORM |
| SCRATCH is actively opposed to discrimination and is working towards equality of opportunity for all who apply to us for employment.To help monitor our policy of equal opportunities, we would be grateful if you would complete this form It will be removed from your application kept separately.Your help in this matter is entirely voluntary and will in no way affect your application. |
| Post applied for:  |
| **I would describe myself as:** |
| WHITE □ English □ Welsh□ Scottish □ Northern Irish□ Irish □ British□ Gypsy or Irish Traveller□ Other white background, please state:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_□ Prefer not to say | ASIAN/ASIAN BRITISH□ Indian □ Pakistani□ Bangladeshi □ Chinese□ Other Asian background, please state:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ □ Prefer not to say  |
| MIXED/MULTIPLE ETHNIC GROUPS□ White and Black Caribbean□ White and Black African□ White and Asian□ Other mixed background, please state:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_□ Prefer not to say | BLACK/AFRICAN/CARIBBEAN/BLACK BRITISH□ African□ Caribbean□ Other Black/African/Caribbean background, please state:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_□ Prefer not to say |
| OTHER ETHNIC GROUP□ Arab□ Any other ethnic group:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ □ Prefer not to say | YOUR GENDER□ Man □ Non-binary□ Woman □ Prefer not to sayIf you prefer to use your own term, please specify here\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| AGE □ 16-24 □ 25-29 □ 30-34 □ 35-39 □ 40-44 □ 45-49 □ 50-54 □ 55-59 □ 60-64 □ 65+□ Prefer not to say |
| Are you married or in a civil partnership? □ Yes □ No □ Prefer not to say |
| Do you consider yourself to have a disability or health condition?□ Yes □ No □ Prefer not to say |
| What is your religion or belief?□ None □ Buddhist□ Christian □ Hindu□ Jewish □ Muslim□ Sikh □ Other:□ Prefer not to say | How would you describe your sexual orientation?□ Towards persons of the same sex□ Towards persons of the opposite sex□ Towards persons of the same and the opposite sex□ Prefer not to say |
| Where did you see this job advertised? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| For office use only. Applicant reference number\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |