

Human Resources (HR)

The reasons we use your data

- To employ staff
- Statutory requirements e.g. reporting to Government
- Service delivery
- Service improvement and planning
- Regulatory, licensing and enforcement functions
- Prevention and detection of crime
- Financial transactions
- Research
- Traded services
- Promote Access To Work
- Equality Monitoring

Why we are allowed to use your data

Legal obligation or public task under various UK laws including but not limited to:

- The Employment Rights Act 1996
- The National Minimum Wage Act, 1998
- The Working Time Directive, 1999
- The Employment Relations Act, 1999
- Health and Safety at Work, etc. Act 1974
- The Equality Act 2010
- The Public Sector Equality Duty - Equality Act 2010
- The Localism Act 2011

Contract (traded services)

Who we can share your data with

- Judicial Agencies e.g. Courts
- Police
- Children's Social Care
- Adults Social Care
- Probation
- Health Agencies inc. occupational health providers
- Education Providers
- Government Departments e.g. DWP, HRMC, Education, S4c
- Immigration Services
- Disclosure & Barring Service
- Regulatory Bodies
- Pension Providers
- Trade Unions
- Elected Members & MPs (as your representative)
- Commissioned partners e.g. staff benefit scheme
- Other businesses / organisation (references, market pay organisations)

- Employment Agencies
- Contractors providing IT services
- Cabinet Office (National Fraud Initiative Exercise)

When computers make any decisions about you

Not applicable.

When your data gets sent to other countries

Not applicable.