



## KFS Recruitment Privacy notice

We are KFS Recruitment. We're a company registered in England and Wales with company number 09982495, whose registered address is at 304 High Road, Benfleet, Essex, SS7 5HB. In this privacy notice we will refer to ourselves as 'we', 'us' or 'our'.

You can get hold of us in any of the following ways:

by e-mailing us at [info@kfsrecruitment.co.uk](mailto:info@kfsrecruitment.co.uk); or

by writing to us at 304 High Road, Benfleet, Essex, SS7 5HB

We take the privacy, including the security, of personal information we hold about you seriously. This privacy notice is designed to inform you about how we collect personal information about you and how we use that personal information. You should read this privacy notice carefully so that you know and can understand why and how we use the personal information we collect and hold about you.

We do not have a Data Protection Officer, but if you have any questions about this privacy notice or issues arising from it then you should contact Leanne Piper, who is responsible for matters relating to data protection at our organisation, including any matters in this privacy notice. You can contact them using the details set out above.

We may issue you with other privacy notices from time to time, including when we collect personal information from you. This privacy notice is intended to supplement these and does not override them. We may update this privacy notice from time to time. This version was last updated on 7<sup>th</sup> June 2022.

### 1. Key Definitions

The key terms that we use throughout this privacy notice are defined below, for ease:

**Data Controller:** under UK data protection law, this is the organisation or person responsible for deciding how personal information is collected and stored and how it is used.

**Data Processor:** a Data Controller may appoint another organisation or person to carry out certain tasks in relation to the personal information on behalf of, and on the written instructions of, the Data Controller. (This might be the hosting of a site containing personal data, for example, or providing an email marketing service that facilitates mass distribution of marketing material to a Data Controller's customer-base.)

**Personal Information:** in this privacy notice we refer to your personal data as 'personal information'. 'Personal information' means any information from which a living individual can be identified. It does not apply to information which has been anonymised.

**Special Information** – certain very sensitive personal information requires extra protection under data protection law. Sensitive data includes information relating to health, racial and ethnic origin, political



opinions, religious and similar beliefs, trade union membership, sex life and sexual orientation and also includes genetic information and biometric information.

## **2. Details of personal information which we collect and hold about you**

2.1 Set out below are the general categories, and in each case the types of personal information which we collect, use and hold about you:

Identity Information - This is information relating to your identity such as your name (including any previous names and any titles which you use), gender, marital status and date of birth

Contact Information - This is information relating to your contact details such as e-mail address, addresses, telephone numbers

Marketing Information - This is information relating to your marketing and communications preferences.

2.2 The types of personal data we collect about you may differ from person to person, depending on who you are and the relationship between us.

2.3 We currently use a CRM system called Bullhorn, for the purposes of data protection law they act as a Data Processor on our behalf, and we act as a Data Controller. We collect personal data, enter it into Bullhorn and we decide how to use it further. Bullhorn processes this data solely under the instructions of our use and in accordance with their Terms & Conditions (which are updated from time to time and available on request). Bullhorn have their own policies, available on their website.

2.4 We will keep your data for the period that you are a speculative candidate, candidate, client, service provider or customer of KFS Recruitment.

Whenever your data is kept by Bullhorn, we will ensure that it is appropriately protected and only used for acceptable purposes

If you are no longer a customer, client or candidate, we will keep your data for the minimum length of time required to comply with the purposes set out in this policy and relevant legal or regulatory obligations. Your Personal Data may be kept longer if we cannot delete it for technical reasons.

Provided we do not have a legitimate interest to retain your details, you have the right to be forgotten and removed from our marketing material. You can contact us by telephone or email to confirm this.

3. Details of special information which we collect and hold about you

3.1 Special information is explained in section 1 above

3.2 We do not collect information from you relating to criminal convictions or offences.

4. **Details of how and why we use personal information**

4.1 We are only able to use your personal information for certain legal reasons set out in data protection law. There are legal reasons under data protection law other than those listed below, but in most cases, we will use your personal information for the following legal reasons:

- (a) **Contract Reason:** this is in order to perform our obligations to you under a contract we have entered into with you;
- (b) **Legitimate Interests Reason:** this is where the use of your personal information is necessary for our (or a third party's) legitimate interests, so long as that legitimate interest does not override your fundamental rights, freedoms or interests.
- (c) **Legal Obligation Reason:** this is where we have to use your personal information in order to perform a legal obligation by which we are bound; and
- (d) **Consent Reason:** this is where you have given us your consent to use your personal information for a specific reason or specific reasons.

4.2 As explained in section 3 above, there are more sensitive types of personal data which require higher levels of protection. Where we process such sensitive types of personal data we will usually do this in the following circumstances:

- (a) We have your explicit consent;
- (b) Where you have made the personal data public

4.3 So that we are able to provide you with services, we will need your personal information. If you do not provide us with the required personal information, we may be prevented from supplying the services to you.

4.4 It is important that you keep your personal information up to date. If any of your personal information changes, please contact us as soon as possible to let us know. If you do not do this then we may be prevented from supplying the services to you (for example, if you move address and do not tell us, then you may not be considered for a specific vacancy, due to not being in a commutable distance).

4.5 Where we rely on consent for a specific purpose as the legal reason for processing your personal information, you have the right under data protection law to withdraw your consent

at any time. If you do wish to withdraw your consent, please contact us using the details set out at the beginning of this notice. If we receive a request from you withdrawing your consent to a specific purpose, we will stop processing your personal information for that purpose, unless we have another legal reason for processing your personal information, in which case, we will confirm that reason to

4.6 Sometimes we may anonymise personal information so that you can no longer be identified from it and use this for our own purposes. In addition, sometimes we may use some of your personal information together with other people's personal information to give us statistical information for our own purposes. Because this is grouped together with other personal information and you are not identifiable from that combined data we are able to use this.

4.7 Under data protection laws we can only use your personal information for the purposes we have told you about, unless we consider that the new purpose is compatible with the purpose(s) which we told you about. If we want to use your personal information for a different purpose which we do not think is compatible with the purpose(s) which we told you about then we will contact you to explain this and what legal reason is in place to allow us to do this.

## **5. Details of how we collect personal information and special information**

5.1 We usually collect Identity Information and contact Information, directly from you when you fill out a form or contact us by e-mail, telephone, in writing or otherwise. This includes the personal information which you provide to us when you [subscribe to our mailing list.

5.2 We may receive some of your personal information from third parties or publicly available sources. This includes:

- (a) Contact Information from our selected third-party suppliers, such as Reed and LinkedIn
- (b) Identity Information and Contact Information from publicly available sources such as Reed and LinkedIn
- (c) Website, Device and Technical Information from third parties such as analytics providers (like Google);

## **6. Details about who personal Information may be shared with**

6.1 We may need to share your personal information with other organisations or people. These organisations include companies in which we are sending your application through to. We will always discuss this with you with prior agreement.

6.2 Depending on the circumstances, the organisations or people who we share your personal information with will be acting as either Data Processors or Data Controllers. Where we share your personal information with a Data Processor we will ensure that we have in place

contracts, which set out the responsibilities and obligations of us and them, including in respect of security of personal information.

6.3 We do not sell or trade any of the personal information which you have provided to us.

## 7. Details about transfers to countries outside of the EEA

7.1 We do not transfer your personal information outside of the EEA.

## 8. Details about how long we will hold your personal information

8.1 We will only hold your personal data for as long as is necessary. How long is necessary will depend upon the purposes for which we collected the personal information (see section 4 above) and whether we are under any legal obligation to keep the personal information (such as in relation to accounting or auditing records or for tax reasons). We may also need to keep personal information in case of any legal.

8.2 You can contact us (using the details at the beginning of this notice) to request a copy of our retention policy which sets out how long different types of personal data will be kept for.

## 9. YOUR RIGHTS UNDER DATA PROTECTION LAW

9.1 Under data protection laws you have certain rights in relation to your personal information, as follows:

- (a) **Right to request access:** (this is often called 'subject access'). This is the right to obtain from us a copy of the personal information which we hold about you. We must also provide you with certain other information in response to these requests to help you understand how your personal information is being used.
- (b) **Right to correction:** this is the right to request that any incorrect personal data is corrected and that any incomplete personal data is completed.
- (c) **Right to erasure:** (this is often called the "right to be forgotten"). This right only applies in certain circumstances. Where it does apply, you have the right to request us to erase all of your personal information.
- (d) **Right to restrict processing:** this right only applies in certain circumstances. Where it does apply, you have the right to request us to restrict the processing of your personal information.
- (e) **Right to data portability:** this right allows you to request us to transfer your personal information to someone else.
- (f) **Right to object:** you have the right to object to us processing your personal information for direct marketing purposes. You also have the right to object to us

processing personal information where our legal reason for doing so is the Legitimate Interests Reason (see section 4 above) and there is something about your particular situation which means that you want to object to us processing your personal information. In certain circumstances you have the right to object to processing where such processing consists of profiling (including profiling for direct marketing).

9.2 In addition to the rights set out in section 9.1 where we rely on consent as the legal reason for using your personal information, you have the right to withdraw your consent. Further details about this are set out in section 4.5.

9.3 If you want to exercise any of the above rights in relation to your personal information, please contact us using the details set out at the beginning of this notice. If you do make a request then please note:

- (a) we may need certain information from you so that we can verify your identity;
- (b) we do not charge a fee for exercising your rights unless your request is unfounded or excessive; and
- (c) if your request is unfounded or excessive then we may refuse to deal with your request.

## **10. Marketing**

10.1 You may receive marketing from us about similar goods and services, where either you have consented to this, or we have another legal reason by which we can contact you for marketing purposes.

10.2 However, we will give you the opportunity to manage how or if we market to you. To change your marketing preferences, and/or to request that we stop processing your personal information for marketing purposes, you can always contact us on the details set out at the beginning of this notice.

10.3 If you do request that we stop marketing to you, this will not prevent us from sending communications to you which are not to do with marketing.

10.4 We do not pass your personal information on to any third parties for marketing purposes.

## 11. Complaints

If you are unhappy about the way that we have handled or used your personal information, you have the right to complain to the UK supervisory authority for data protection, which is the Information Commissioner's Office (**ICO**). Please do contact us in the first instance if you wish to raise any queries or make a complaint in respect of our handling or use of your personal information, so that we have the opportunity to discuss this with you and to take steps to resolve the position. You can contact us using the details set out at the beginning of this privacy notice.

## 12. Third Party Websites

Our website may contain links to third party websites. If you click and follow those links then these will take you to the third party website. Those third party websites may collect personal information from you and you will need to check their privacy notices to understand how your personal information is collected and used by them.