

**Privacy Notice
Durham County Council
Resources
Human Resources**

1. Who we are and what we do

<i>Durham County Council Resources</i>	<i>Durham County Council Resources</i>
<i>Finance and Transactional Services</i>	<i>People & Talent Management</i>
<i>HR Operations and Data</i>	<i>HR – OD/WFD and Advice and Support</i>

For the purposes of Data Protection, Durham County Council is the Data Controller for your information.

What we do

Durham County Council HR Operations and Data team and People and Talent Management Team provide you, the individual, with advice and support regarding all activities pertaining to your placement which may include:

- Access to relevant systems to allow the fulfilment of your duties;
- Performance Management where applicable e.g. social work students, agency social workers (including appraisal, supervision);
- Liaison with relevant third parties (such as your employer/university/college, HMRC where applicable, statutory returns, DBS, HCPC, relevant professional bodies);
- Training;
- Placement termination;
- Management and auditing of systems as required to manage and deliver the service.

2. What type of personal information do we collect and how do we collect it?

We collect the following personal information about you:

- Information required to allow you to access the relevant Durham County Council systems you may require to fulfil the duties of your role, and to meet our organisation and statutory obligations such as;
 - This includes (but is not limited to):- personal details such as name and address, contact details such as telephone number and address, supervision and appraisal information, training records, performance management information

We collect information about you in the following ways:

- Application forms
- Paper forms;
- Online information;
- Communication with yourself (telephone, in person, written)
- Information received from a third party (e.g. your agency, your university/college, your manager, referees, other government agencies)

3. What is our power to obtain and use the personal data?

To provide the services of a Human Resources team to you, we process your data pursuant to the fulfilment of our agreement/contract with your agency, university, college, or employer and our legal obligations under Article 6 1 b which states that processing is necessary for the performance of a contract to which the data subject is party

The processing is necessary for DCC to allow you access to relevant systems, to allow you to discharge your official functions.

Special Category Data

When we collect special category personal information we rely on one of the following:

- Processing is necessary for the purposes of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment and social security and social protection law;

4. What is your personal information used for?

The team collects and processes information about you for the following purposes:

- To provide you with our services, and to develop and improve the services;
- To deliver services and support to you;
- To ensure that the information we hold about you is kept up-to-date;
- To protect, manage and administer your contract;
- To deal with any problems or complaints that arise in relation to your contract/placement;
- For assessment and analysis purposes to help improve the operation of our service;
- To prevent, detect and prosecute fraud and other crime.

5. Will your personal information be shared?

We may share your personal information where we have a statutory obligation to do so, such as for the purposes of the prevention or detection of crime, for legal proceedings, or where you have requested us to share information, such as provision of a reference, or mortgage applications.

Some examples of who we share information with include:-

Your employer (your information will be shared with your employer/organisation as part of the contract/work which you undertake on their behalf)

HMRC (Her Majesty's Revenue & Customs)

DBS (Disclosure & Barring Service)

If you would like confirmation of who we do share information with please contact us.

6. How do we keep your personal information secure?

The security of your personal information is important to us. This is why we follow a range of security policies and procedures to control and safeguard access to and use of your personal information.

Examples of our security include:

- Encryption, meaning that information is hidden so that it cannot be read without special knowledge (such as a password). This is done with a secret code or what's called a 'cypher'. The hidden information is said to then be 'encrypted';
- Controlling access to systems and networks allows us to stop people who are not allowed to view your personal information from getting access to it;
- Training for our staff allows us to make them aware of how to handle information and how and when to report when something goes wrong;
- Regular testing of our technology and ways of working including keeping up to date on the latest security updates (commonly called patches);

7. How long will we keep your personal information?

The type of service will determine how long we have to keep it. Our Corporate & Service retention guidelines show how long we keep it for different purposes. This ranges from months for some records to decades for more sensitive records.

For example

- applications for recruitment will be kept for 1 year,
- your personnel record will be maintained for 6 years after you leave your placement, unless you have worked with Children in which case it will be 25 years.

8. Is your personal information processed outside the European Union (EU)?

We do not process your personal information outside the EU.

9. Marketing (if applicable)

At no time will your information be passed to organisations external to us, or our partners for marketing or sales purposes, or for any other commercial use without your prior express consent.

10. What are your Information Rights?

Your Information Rights are set out in the law. Subject to some legal exceptions, you have the right to:

- *Have any inaccuracies corrected;*
- *Have your personal data erased;*
- *Place a restriction on our processing of your data;*

To learn more about these rights please see the ICO website.

If you wish to exercise your information rights, please contact the Data Protection Officer at DPO@durham.gov.uk or alternatively write to DPO, Room 143-148, Floor 4, County Hall, Durham County Council, DH1 5UF

To do this, you can apply online or download an application form from the [DCC website](#) or you can contact the data protection team at dataprotection@durham.gov.uk.

If something goes wrong with your personal information, or you have questions about how we use it, please contact the Data Protection Officer at dpo@durham.gov.uk or alternatively write to DPO, Room 143-148, Floor 4, County Hall, Durham County Council, DH1 5UF

If we have not been able to deal with your complaint, you can also contact the [Information Commissioner's Office](#)

*Information Commissioner's Office
Wycliffe House,
Water Lane
Wilmslow, Cheshire SK9 5AF*

Telephone: 0303 123 1113 (local rate) or 01625 545 745

Fax: 01625 524 510