

By submitting your application, you are confirming that you have read the privacy notice and are happy to proceed on this basis.

Data Controller: ActiveQuote, Global Reach, Dunleavy Drive, Cardiff, CF11 0SN

Data Protection Officer: Rhys Davies, Compliance Manager

As part of any recruitment process, ActiveQuote collects and processes personal data relating to job applicants. ActiveQuote is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

What information does ActiveQuote collect?

ActiveQuote collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, including benefit entitlements;
- whether or not you have a disability for which ActiveQuote needs to make reasonable adjustments during the recruitment process; and
- information about your entitlement to work in the UK.

ActiveQuote may collect this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment (including online tests).

ActiveQuote may also collect personal data about you from third parties, such as references supplied by former employers, information from employment background check providers and information from criminal records and credit checks. ActiveQuote will seek information from third parties only once a job offer to you has been made and will inform you that it is doing so.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

Why does ActiveQuote process personal data?

ActiveQuote needs to process data to take steps at your request prior to entering into a contract with you. It may also need to process your data to enter into a contract with you.

In some cases, ActiveQuote needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

ActiveQuote has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows ActiveQuote to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. ActiveQuote may also need to process data from job applicants to respond to and defend against legal claims.

ActiveQuote may process special categories of data, such as information about ethnic origin, sexual orientation or religion or belief, to monitor recruitment statistics. It may also collect information about whether applicants are disabled to make reasonable adjustments for candidates who have a disability. ActiveQuote processes such information to carry out its obligations and exercise specific rights in relation to employment.

ActiveQuote is obliged to seek information about criminal convictions and offences. Where ActiveQuote seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

ActiveQuote will not use your data for any purpose other than the recruitment exercise for which you have applied.

Who has access to data?

Your information may be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to the data is necessary for the performance of their roles.

ActiveQuote will not share your data with third parties unless your application for employment is successful and it makes you an offer of employment. ActiveQuote will then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks and to obtain necessary criminal records and credit checks.

ActiveQuote will not transfer your data outside the European Economic Area

How does ActiveQuote protect data?

ActiveQuote takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

For how long does ActiveQuote keep data?

If your application for employment is unsuccessful, ActiveQuote will hold your data on file for 3 months after the end of the relevant recruitment process. If you agree to allow ActiveQuote to keep your personal data on file, ActiveQuote will hold your data on file for a further 12 months for consideration for future employment opportunities. At the end of that period, or once you withdraw your consent, your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your data will be held will be provided to you in a new privacy notice.

Your rights

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require ActiveQuote to change incorrect or incomplete data;
- require ActiveQuote to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing; and
- object to the processing of your data where ActiveQuote is relying on its legitimate interests as the legal ground for processing.

If you would like to exercise any of these rights, please contact our HR team, who will be happy to help hrservices@activequote.com

If you believe that ActiveQuote has not complied with your data protection rights, you can complain to the Information Commissioner.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to ActiveQuote during the recruitment process. However, if you do not provide the information, ActiveQuote may not be able to process your application properly or at all.