



Layered Privacy Notice

Activity/Processing being undertaken: Staff Recruitment Candidate Satisfaction Survey

Edinburgh Napier University provides this information to explain how we use your personal data. Protecting your personal data is important to us and we only collect and process data which is necessary for us to provide the information, services and goods you require. This is in compliance with UK data protection legislation (“the legislation”), that is, the UK Data Protection Act 2018 (“DPA 2018”) and the General Data Protection Regulation: EU 2016-679 (“GDPR”) as amended by “EU Exit” Regulations 2019 and now known as the UK GDPR.

Who is collecting the information?

Edinburgh Napier University as the “Data Controller”.

Who are we sharing your Personal Data with (externally)?

Your data will not be shared externally.

The University undertakes to maintain your information securely and will restrict access to employees, our professional advisers, authorised agents and contractors on a strictly need to know basis. We will only disclose your data to external third parties (other than any specified above) where we:

- Are required to do so under a statutory or legal obligation, or
- Are permitted to do so by Data Protection legislation.

Why are we collecting it/what we are doing with it (purposes)?

To evaluate and review the recruitment process

What is the legal basis for processing?

Our basis for contacting you to take part in the survey is in terms of Article 6(1)(f) as it is in our legitimate interests to seek out feedback from candidates to help us improve future recruitment. We will only contact you once about the survey.

Your participation in the survey is voluntary so the personal information you provide in your response will be processed as per your consent in terms of Article 6(1)(a) of the GDPR. If you change your mind after submitting the survey and wish to withdraw your consent, you can do so by emailing recruitment@napier.ac.uk

How are we collecting this information?

Via Novi Survey

What information are we collecting (whose information and what type of personal data)?

Recruitment Candidates:

- Gender
- Role applied for

Who can see your information within the University?

HR Recruitment team

Anonymised data will be shared with University Management.

How long is your information kept?

For one year from collection
Anonymised data may be held longer.

Who keeps your information updated?

Not applicable

Will your information be used for any automated decision making or profiling?

No

Is information transferred to a third country? Outside the EEA and not included in the adequate countries list.

No

Is any other information available?

*This information is provided to supplement the University's main Privacy Notices and it is recommended that appropriate notices are reviewed to provide full information about how the University processes personal data.

You can access all the University's privacy notices using the following URL:

<https://www.napier.ac.uk/privacy-policy>

*You have a number of rights available to you with regards to what personal data of yours is held by the University and how it is processed – to find out more about your rights, how to make a request and who to contact if you have any further queries about Data Protection please see the information online using the following URL:

<https://www.napier.ac.uk/privacy-policy>