



STUDENTS
ORGANISING FOR
SUSTAINABILITY
UNITED KINGDOM

Privacy notice

This notice explains how SOS-UK (referred to in this notice as **we, us** or **our**) collects and uses information about existing and former employees for employment related purposes.

SOS-UK staff were formerly employed by NUS, when TUPE to SOS-UK occurred in October 2019 NUS agreed to continue supporting SOS-UK with the following services: Human Resources, Recruitment, Learning and Development, Health and Safety, Facilities, Finance and IT. A small number of SOS-UK staff also continue to occupy premises owned or rented by NUS. Therefore, NUS Shared Services staff also collect and use information about existing and former SOS-UK employees for employment related purposes and these NUS Shared Service staff are also included when the notice refers to, **we, us** or **our**).

This notice covers the following:

Our contact details are as follows:

Address: SOS-UK c/o NUS Services, Ian King House, Snape Road, Macclesfield, SK10 2NZ
Telephone: 0300 303 8602

We have appointed a data protection contact who has responsibility for advising us on our data protection obligations. You can contact the data protection contact using the following details:

Jamie Agombar, Executive Director, SOS-UK, c/o NUS Services, Ian King House, Snape Road, Macclesfield, SK10 2NZ.

Email – jamie.agombar@sos-uk.org

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Table at the end of this notice provides an overview of the data that we collect, the purposes for which we use that data, the legal basis which permits us to use your information and the rights that you have in relation to your information.

This notice does not form part of any contract of employment or other contract to provide services. We keep this privacy notice up to date, so if there are any changes to the way in which your personal information is used this privacy notice will be updated and we will notify you of the changes.

Contact details

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What is personal information?

Personal information is any information that tells us something about you. This could include information such as your name, contact details, date of birth, medical information and bank account details.

How do we collect personal information?

We collect personal information about you from various sources including:

- from you when you contact us directly through the application and recruitment process or during your employment;
- from other people when we check references or carry out background checks – if we do this we will inform you during the recruitment process of the exact checks that are carried out; and
- we also collect information about job-related activities through the course of your employment with us.



What information do we collect?

We collect the following categories of information about you:

- Personal contact details such as name, title, address, telephone number and personal email addresses
- Date of birth
- Gender
- Equal opportunities monitoring information such as ethnicity, religion, disability and sexual orientation
- Marital status and dependents
- Next of kin and emergency contact information
- National insurance number
- Bank account details, payroll records and tax status information
- Salary, annual leave, pension and benefits information
- Start and end date of employment
- Location of employment or workplace
- Copy of your driving licence if we provide you with a car allowance or if you need to drive as part of your employment
- Recruitment information (including copies of right to work documentation, references and other information in your application form, CV or cover letter or otherwise provided as part of the application process)
- Employment records (including job titles, work history, working hours, training records and professional memberships)
- Compensation history
- Performance information (including appraisals)
- Disciplinary and grievance information
- CCTV footage and other information obtained through electronic means such as swipe card records
- Information about your use of our information and communication systems
- Photographs
- Information about your race or ethnicity, religious beliefs and sexual orientation and political opinions
- Trade union membership
- Information about your health, including any medical condition, health and sickness records



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- Information about criminal convictions and offences committed by you

How do we use your information?

We use your information for the following purposes:

- To make decisions about your recruitment and appointment
- To determine the terms on which you work/provide services for us
- To check you are legally entitled to work in the UK
- To pay you and, if you are an employee, to deduct tax and national insurance contributions
- To provide benefits to you, including, where applicable, childcare allowance, car allowance, death in service cover and our employee assistance programme
- To liaise with your pension provider
- To administer the contract we have with you
- For business management and planning purposes, including accounting and auditing
- To conduct performance reviews, manage performance and determine performance requirements
- To make decisions about salary reviews and compensation
- To assess your qualifications for a particular job or task, including decisions about promotions
- To gather evidence for possible grievance or disciplinary hearings
- To make decisions about your continued employment
- To make arrangements for the termination of our working relationship
- For education, training and development
- To deal with legal disputes involving you or other employees, workers or contractors, including accidents at work
- To ascertain your fitness for work
- To manage sickness absence
- To comply with health and safety obligations
- To prevent fraud
- To monitor your use of our information and communication systems to ensure compliance with our IT policies



- To ensure network and information security, including preventing unauthorised access to our computer and electronic communications systems and preventing malicious software distribution
- To conduct data analytics studies to review and better understand employee retention and attrition rates
- To carry out equal opportunities monitoring
- For insurance purposes

What is the legal basis that permits us to use your information?

Under data protection legislation we are only permitted to use your personal information if we have a legal basis for doing so as set out in the data protection legislation. We rely on the following legal bases to use your information for employment related purposes:

- Where we need information to perform the contract we have entered into with you.
- Where we need to comply with a legal obligation.
- Where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests.

In more limited circumstances we may also rely on the following legal bases:

- Where we need to protect your interests (or someone else's interests).
- Where it is needed in the public interest or for official purposes.

The

Table at the end of this notice provides more detail about the information that we use, the legal basis that we rely on in each case and your rights.

Some information is classified as "special" data under data protection legislation. This includes information relating to health, racial or ethnic origin, religious beliefs or political opinions, sexual orientation and trade union membership. This information is more sensitive and we need to have further justifications for collecting, storing and using this type of personal information. There are also additional restrictions on the circumstances in which we are permitted to collect and use criminal conviction data. We may process special categories of personal information and criminal conviction information in the following circumstances:

- In limited circumstances with your explicit consent, in which case we will explain the purpose for which the information will be used at the point where we ask for your consent.
- We will use information about your physical and mental health or disability status to comply with our legal obligations, including to ensure your health and safety in the workplace and to assess your fitness to work, to provide appropriate workplace adjustments, to monitor and manage sickness absence and to administer benefits.



- We will use information about your race or ethnic origin, religious or philosophical beliefs, your sexual life or sexual orientation to ensure meaningful equal opportunity monitoring and reporting – the legal basis of this processing is that it is in the public interests to carry out diversity monitoring.
- We will use trade union membership information to pay trade union premiums, register the status of a protected employee and comply with employment law obligations.

What happens if you do not provide information that we request?

We need some of your personal information in order to perform our contract with you. For example, we need to know your bank details so that we can pay you. We also need some information so that we can comply with our legal obligations. For example, we need information about your health and fitness to work to comply with our health and safety obligations.

Where information is needed for these purposes if you do not provide it, we will not be able to perform our contract with you and may not be able to offer employment or continue with your employment. We explain when this is the case at the point where we collect information from you.

How do we share your information?

We share your personal information in the following ways:

- With other entities in our group as part of our regular reporting activities on company performance, in the context of a business reorganisation or group restructuring exercise, for system maintenance support and hosting of data.
- Where we use third party services providers who process personal information on our behalf in order to provide services to us. Beyond the NUS Shared Services staff referenced on page 1, this includes IT systems providers and IT contractors, Occupational Health and Employee Assistance Programme providers, payroll and HR system providers, insurance and pension administration providers.
- We will share your personal information with third parties where we are required to do so by law. For example, we are required to provide tax-related information to HMRC.
- We may share your personal information with an individual who has a close relationship with you in the event you are unable to perform your employment duties because of ill health or for any other similar reason and where we have ensured we have obtained the necessary documentation to ensure the third party is authorised to have access to your personal information.
- If we sell any part of our business and/or integrate it with another organisation your details may be disclosed to our advisers and to prospective purchasers or joint venture partners and their advisers. If this occurs the new owners of the business will only be permitted to use your information in the same or similar way as set out in this privacy notice.



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Where we share your personal information with third parties we ensure that we have appropriate measures in place to safeguard your personal information and to ensure that it is solely used for legitimate purposes in line with this privacy notice.

How do we keep your information secure?

We will ensure your information is secure and Protect access to data and systems with the following security measures:

- Network and client Firewall security, virus checking and Malware updates and storage device control.
- File/Folder Access controls to lockdown and secure access to data.
- Secure Access controls to servers and databases
- Strong password Policy controls to device and systems
- Regular client, server and application level patching and security updates.
- Encryption and password protection of confidential emails
- Regular Server, Database, Application and File/Folder Level Back-ups
- Secure removal before disposing of old computers and storage devices.
- Systems Auditing and Monitoring and reporting controls
- Annual Systems Security Penetrate testing
- Secure and encrypted client access to SOS-UK systems

We will ensure access to personal information is restricted to employees working within our group on a need to know basis. Training will be provided to any employees working within the group who need access to your personal information to ensure it is secured at all times.

When do we transfer your information overseas?

When data is transferred to countries outside of the UK and the European Economic Area those countries may not offer an equivalent level of protection for personal information to the laws in the UK. Where this is the case we will ensure that appropriate safeguards are put in place to protect your personal information.

We do not currently transfer your personal data outside of the UK and the European Economic Area.

For how long do we keep your information?

As a general rule we keep your personal information for the duration of your employment and for a period of 12 months after your employment ends. However, where we have statutory obligations to keep personal information for a longer period or where we may need your information for a longer period in case of a legal claim, then the retention period may be longer. Full details of the retention periods that apply to your information are set out in the Data Retention Schedule which is available on HR SHARE > Data Protection.



Your rights in relation to your information

You have a number of rights in relation to your personal information, these include the right to:

- be informed about how we use your personal information;
- obtain access to your personal information that we hold;
- request that your personal information is corrected if you believe it is incorrect, incomplete or inaccurate;
- request that we erase your personal information in the following circumstances:
 - if we are continuing to process personal data beyond the period when it is necessary to do so for the purpose for which it was originally collected;
 - if we are relying on consent as the legal basis for processing and you withdraw consent;
 - if we are relying on legitimate interest as the legal basis for processing and you object to this processing and there is no overriding compelling ground which enables us to continue with the processing;
 - if the personal data has been processed unlawfully (i.e. in breach of the requirements of the data protection legislation);
 - if it is necessary to delete the personal data to comply with a legal obligation;
- ask us to restrict our data processing activities where you consider that:
 - personal information is inaccurate;
 - our processing of your personal information is unlawful ;
 - where we no longer need the personal information but you require us to keep it to enable you to establish, exercise or defend a legal claim;
 - where you have raised an objection to our use of your personal information;
- request a copy of certain personal information that you have provided to us in a commonly used electronic format. This right relates to personal information that you have provided to us that we need in order to perform our agreement with you and personal information where we are relying on consent to process your personal information;
- object to our processing of your personal information where we are relying on legitimate interests or exercise of a public interest task to make the processing lawful. If you raise an objection we will carry out an assessment to determine whether we have an overriding legitimate ground which entitles us to continue to process your personal information;



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- not be subject to automated decisions which produce legal effects or which could have a similarly significant effect on you.

If you would like to exercise any of your rights or find out more, please contact jamie.agombar@sos-uk.org

The

Table at the end of this notice provides more detail about the information that we use, the legal basis that we rely on in each case and your rights.

Complaints

If you have any complaints about the way we use your personal information please contact jamie.agombar@sos-uk.org who will try to resolve the issue. If we cannot resolve your complaint, you have the right to complain to the Information Commissioner in the UK.

Table: quick check of how we use your personal information

Purpose	Data used	Legal basis	Which rights apply?*
Recruitment decisions	Personal contact details, national insurance number, recruitment information, employment records, and compensation history.	Legitimate interest. It is in our interests to ensure we recruit the best possible candidates in order to achieve our business goals and objectives.	The generally applicable rights plus the right to object.
Right to work checks	Information relating to your right to work status, national insurance number, passport number, nationality, tax status information, and personal contact details.	Legitimate interest. It is in our interests to ensure that those who work for us have the right to work in the UK as well as to establish the statutory excuse to avoid liability for the civil penalty for employing someone without the right to undertake the work for which they are employed.	The generally applicable rights plus the right to object.
Performance reviews and appraisals, salary reviews and promotion decisions	Compensation history, performance history, disciplinary and grievance information and salary.	Contractual necessity and legitimate interest. It is in our interests as well as the interest of our employees to have performance and salary reviews to ensure employees are being adequately compensated which will in turn motivate them to deliver a high standard of work, ultimately having a positive impact on achieving our business goals.	The generally applicable rights plus the right to object.
Administration of your contract and benefits, including payment of salary/fee and expenses	Compensation history, national insurance number, personal contact information, bank account details, payroll records and tax status information, start and end date of	Contractual necessity.	The generally applicable rights plus the right to data portability.

	employment and date of birth.		
Administration of pension schemes	Compensation history, national insurance number, personal contact information, bank account details, payroll records and tax status information, start and end date of employment, date of birth and contribution entitlements.	Legal obligation, contractual necessity and legitimate interest. It is in our interests to adequately incentivise our employees to motivate them to deliver a high standard of work, ultimately having a positive impact on achieving our business goals. It is in the interests of the trustees/scheme administrator to be able to effectively run the pension scheme.	The generally applicable rights plus the right to data portability and the right to object.
Administration of insurance schemes	Name, date of birth, gender, salary, postcode, (NUS office for office-based and home for homebased), job title, beneficiary information (life cover)	Legal obligation, contractual necessity and legitimate interest. It is in our interests to ensure our business is adequately insured and to offer a life cover policy to our employees as part of their benefits package. It is in the interests of the insurance scheme providers to be able to effectively manage claims from our employees.	The generally applicable rights plus the right to data portability and the right to object.
Compliance with our statutory duties to ensure a safe place of work and to ensure that you are fit for work	Information about your health, including any medical condition, health and sickness records and location of employment or workplace.	Legal obligation.	The generally applicable rights only.
Management of sickness absence	Personal contact details, employment records (sickness hours/days) and information about your health.	Legal obligation and contractual necessity.	The generally applicable rights plus the right to data portability.
To monitor compliance	Personal contact details, information about your use of our information and communication	Legitimate interest. It is in our interests to ensure employees/workers/	The generally applicable rights plus the

with our policies	systems, CCTV footage and other information obtained through electronic means such as swipe card records, disciplinary and grievance information and performance information.	contractors are complying with our policies as non-compliance with policies can result in termination of employment, ultimately affecting our day-to-day operations and business plans.	right to object.
Fraud and crime prevention	Information about criminal convictions and offences committed by you, personal contact details and CCTV footage and other information obtained through electronic means such as swipe card records.	Public interest and legitimate interest. It is in our interests as well as the interests of our employees/workers/contractors to ensure the prevention of fraud and crime is monitored. This will ensure a safe workplace for all.	The generally applicable rights plus the right to object.
Diversity monitoring	Gender, marital status and dependents, location of employment or workplace and information about your race or ethnicity, religious belief and sexual orientation.	Public interest.	The generally applicable rights plus the right to object.
Disciplinary and grievance procedures	Personal contact details, disciplinary and grievance information and performance information.	Legitimate interests. It is in our legitimate interests to manage the performance of employees and ensure that disciplinary action is taken where appropriate.	The generally applicable rights plus the right to object.
To deal with legal disputes	Personal contact details, employment records, compensation history, performance information, disciplinary and grievance information, photographs, CCTV footage and other information obtained through electronic means and information about criminal convictions and offences committed by you.	Legitimate interest. It is in our interests to process personal data to make and defend legal claims to ensure that our legal rights are protected.	The generally applicable rights plus the right to object.
Business management	Information about your use of our information and communication systems, employment	Legitimate interests. It is in our interests to undertake this processing to ensure we	The generally applicable rights plus the

and business planning	records, location of workplace, salary and benefit information and personal contact details.	can improve any business operations which will ultimately improve the overall quality of work/the workplace. Employees will ultimately benefit as the workplace and its procedures may be strengthened.	right to object.
Exit management at the end of your employment	Personal contact details, payroll records, tax status information, end date of employment and employment records.	Contractual necessity and legitimate interest. It is in our interests as well as the interests of our employees to undertake exit management steps to ensure the employees can express any feedback to us which we can consider and decide whether to implement to improve the workplace for other employees.	The generally applicable rights plus the right to object.

*The following generally applicable rights always apply: right to be informed, right of access, right to rectification, right to erasure, right to restriction and rights in relation to automated decision making. For more detail about your rights and how to exercise them please see **Your rights in relation to your information**

