

Brighters Candidate Privacy Policy

Brighters Ltd are committed to protecting and respecting your privacy. This Privacy Notice (together with any other documents referred to herein) sets out the basis on which the personal data collected from you, or that you provide to Us, will be processed by Us in connection with Our recruitment processes. Please read the following carefully to understand Our views and practices regarding your personal data and how We will treat it.

Processing of your personal data

Under the GDPR (General Data Protection Regulation) we control and / or process any personal information about you electronically using the following lawful basis.

Lawful basis:

Candidate Data

Brighters Ltd will only ask you to provide us with details that will enable us to provide you with the best employment opportunities. We may also ask you for your name, contact details, employment history and other relevant information. In accordance with Government law we will also ask you for proof of identity, proof of address, proof of right to work in the UK and such information as is required by law

Brighters will collect personal data that you have given to us directly, from the website application form, the forms completed by you, from the referees that you have given us permission to approach and from other third parties including the Client introductions we have made for you. The data will be used by Brighters to ensure the smooth running of our services.

Where you have agreed to a client introduction some of the data you or your referees have supplied to us may be shared with the client in order for them to assess your suitability and likewise certain relevant client data will be shared with you in order for you to assess their suitability.

Where do you store my personal data?

Your personal data is stored in the UK and is protected under GDPR.

Data retention period

Brighters will retain your data for the following reasons:

- To the extent that we are required to do so by law, currently 6 years.
- Government purposes
- For legal purposes

Your individual rights

Under the GDPR your rights are as follows:

- the right of access;
- the right to rectification;
- the right to erasure;
- the right to restrict processing;
- the right to data portability;
- the right to object; and

You also have the right to complain to the ICO (www.ico.org.uk) if you feel there is a problem with the way we are handling your data.

We handle subject access requests in accordance with the GDPR.

If you have any questions concerning this privacy policy and how we handle your data please contact us at: info@brighters.co.uk

You can read more about your individual rights on: <https://ico.org.uk>