**EMPLOYMENT AND SKILLS**

**THIS PRIVACY NOTICE COVERS THE FOLLOWING SERVICE AREAS;**

* Post 16 Strategy and Delivery;
* Careers Support (Information, Education, Advice and Guidance)
* Apprenticeships;
* Employer Engagement;
* Supporting adults into work;
* Adult Community Education;
* Economic Growth
* Business Support

**INFORMATION COLLECTED:**

* Name;
* Date of birth;
* Ethnicity;
* Gender;
* Address;
* Contact details;
* Disability/Additional Needs;
* Education Information;
* Employment status
* Details of current course/training and progress of learner;
* Health / Medical Information;
* Attendance Data;
* Language and Interpreter requirements;
* Special Educational Needs (SEN) status;
* Work Experience;
* Information relating to home life / personal circumstances (if applicable)
* Education and Support plans.
* Business Name;
* Business Address;
* Information relating to operations of business;
* Details regarding professional qualifications and work history.

**AGENCIES WE MIGHT SHARE THE INFORMATION WITH:**

* Positive Steps;
* Employers;
* Police;
* AQUA;
* Education Skills Funding Agency;
* Ofsted;
* Department for Education and other Central Government Departments;
* Health Agencies;
* School / Education Providers;
* Other Tameside Metropolitan Borough Council teams;
* Other Local Authorities and commissioned partners.
* Business support providers i.e. Business Growth Hub, Midas, Universities.
* Previously agreed Third Parties i.e. Local Business Support Individuals

**PROCESSING YOUR INFORMATION:**

Information you share with the Council may be subject to processing by a third party organisation. We may undertake a Data Protection Impact Assessment prior to commencing any such activity and will always ensure that processing of your data falls under one of the following lawful bases’;

* We have your consent;
* We have to fulfil a contractual obligation to you, or you have asked us to do something before entering into a contract;
* We have a legal obligation to process your personal data;  We need to process your personal information to protect someone’s life, this is known as a vital interest;
* We need to process your personal information ‘in the exercise of public authority’. This covers the public functions, powers and obligations placed on the Council and set out in law;
* The final lawful basis is legitimate interest. As the majority of the Council’s work is done as a public authority. There may be an occasion where we perform a task which is outside the scope of us being a public authority, in those instances we will perform a three part test to assess the purpose, necessity and balance of the processing to ensure your rights and freedoms are protected.

You have the right to opt out of Tameside Metropolitan Borough Council receiving or holding your personal identifiable information. There are occasions where service providers will have a legal duty to share information, for example for safeguarding or criminal issues. The process for opting out will depend on the specific data and what programme it relates to.

For further information please visit <https://www.tameside.gov.uk/dataprotection> or email information.governance@tameside.gov.uk