

BESA Group Data Privacy Notice

Organisation: The BESA Group
Service: People - Recruitment Processes

This privacy register tells you about the personal data we collect and the associated processing activities relevant to delivering this service.

Our role in processing your data

Data Controller – we have overall responsibility for your personal data.

About the personal data we hold

The main categories of personal data we hold about you are as follows:

- Title, Name
- Contact Details – Home Address, Telephone Number(s), Email Address
- Education & Work History

Sensitive Personal Data

The special categories of sensitive personal data that we hold about you are as follows:

- We do not routinely capture any special categories of data.

Why we are capturing your data

We capture your data so we can undertake the following processing activity:

- Review the information against the required role/person criteria
- Determine an interview short-list
- Interview short-listed candidates
- Provide effective communication throughout the process

Automated decision making

Automated decision-making is the process of making decisions by automated means, with or without any human involvement. We may use automated processing in our recruitment processes.

In high-volume recruitment campaigns, we may use solely automated processing to make decisions about whether to progress applications. This may include rejecting applications where:

- The application does not meet the essential criteria for the role
- The applicant is not based in the UK
- The applicant does not have the right to work in the UK

This processing involves assessing the information you provide (such as skills, qualifications, experience and application responses) against the requirements of the role. As these decisions may be made without human involvement, they may have a significant effect on you. You have the right to:

- Request human review of an automated decision
- Express your point of view
- Challenge the outcome

In lower-volume recruitment campaigns, we may use automated tools to support the shortlisting process. In these cases, decisions will involve meaningful human review and will not be made solely by automated means.

Use of AI Tools for interview transcription

We may use artificial intelligence (AI) tools to transcribe and summarise interviews. Where such tools are used, this may involve the processing of personal data contained within those communications. Transcripts may be retained in accordance with our retention policies.

Profiling

For certain roles, we may request a Personality Profile Analysis with your separate consent. This is used to support discussions and not as a standalone or automated decision-making tool.

Our legal basis for processing your data

We need a clear legal basis for capturing and processing your data. For this service this is:

- Consent - you may request and consent to specific services or processing activity
- Contract – Although contract not yet in place, this is a first step that may lead to a contract
- Legal Obligation – we are required to undertake some of our processing tasks by law.

Other legitimate interests

There is a legitimate interest in sharing your data within the BESA Group for the purposes of:

- Recruitment Activities – Shared with those responsible for shortlisting and interviewing; and Where another opportunity arises that may match the skillset
- Utilising IT systems for processing activity.

Who we share your data with

For the purposes specified above, your data will be shared with the following types of organisation.

- The Board(s) or Officers of the Association (Senior level recruitment, where involved in the interview process)

Sending your data outside the EU / EEA

Personal data is not transferred to a third-party outside of the European Union or European Economic Area, unless part of a specific transfer request that you consent to.

Our criteria for retaining your data

The personal data will be retained for the necessary time required to deliver this service and in line with relevant legislation for data retention.

Consequences of not giving us your data

By not providing the required information, we may not be able to deliver the required service.

Your rights

At any point while we are in possession of or processing your personal data, you, the data subject, have the following rights:

- Right of access
You have the right to request a copy of the information that we hold about you.
- Right of rectification
You have a right to correct data that we hold about you that is inaccurate or incomplete.
- Right to be forgotten
In some circumstances you can ask for the data we hold about you to be erased from our records.
- Right to restrict processing
Where certain conditions apply to have a right to restrict the processing.
- Right of portability
You have the right to have the data we hold about you transferred to another organisation.
- Right to object
You have the right to object to certain types of processing such as direct marketing.
- Right to object to automated processing, including profiling
You also have the right to object to the legal effects of automated processing or profiling.

Your consent

By consenting to this privacy notice you are giving us permission to process your personal data for the purposes identified. Where we are asking you for sensitive personal data we will always tell you why and how the information will be used. You may withdraw consent at any time.

If you have a complaint

Should you wish to complain about how your data is being handled, in the first instance please contact the Data Protection Officer specified below. If your complaint is not handled to your satisfaction, you also have the right to raise your concerns with the relevant supervisory authority.

Details of the data controller

Data Protection Officer
 BESA Group
 Old Mansion House
 Eamont Bridge
 Penrith
 CA10 2BX

The supervisory authority for data protection

Supervisory Authority: Information Commissioner's Officer (ICO)
 Website: <http://ico.org.uk>
 Telephone: 0303 1231113

Date this policy was last revised: 17th June 2026