



Privacy Notice (Employers – sponsoring and placement)

Introduction

This privacy notice is designed to help you understand how Coleg Gwent and Coleg Gwent Training Ltd. (“The Group”, “we”, “us”) collect and process the information that you share with us in your role as sponsoring employer and work placement host.

From 25 May 2018, the European General Data Protection Regulation (GDPR) comes into force. The UK Government has also updated the UK Data Protection Act. We are providing this privacy notice in compliance with this new legislation.

Who is the Data Controller?

The Data Controller of the information you share with the Group is Coleg Gwent, Usk Campus, Usk, Monmouthshire, NP15 1XJ. The designated representatives on behalf of the Group are:

* Principal

* Vice Principal (Curriculum & Quality)

* Vice Principal (Resources and Financial Planning)

* Director of Estates and Facilities

The Group also has a Data Protection Officer. This is the Manager – Information Services who can be contacted on DPO@coleggwent.ac.uk or 01495 333 546.

For information on the Group’s registration in the Data Protection Register visit: <https://www.gov.uk/data-protection>.

Why do we collect your data and the legal grounds for doing so?

Data collected by the Group is used for funding, statistical, marketing, assessment and administrative purposes connected with the learners you are sponsoring or providing work placements.

The Law says we can only collect or process your data if there is a legal basis to do so. The legal bases on which the Group relies include:

- to fulfil a contract we have with you
- when we have a legal obligation
- where it is in the public interest
- where you have given your consent
- Where we have a legal obligation to do so

Reason for Processing	Legal Basis
to enable teaching, learning & funding	Contract
for events and enrichment activities	Contract
to support the health, safety and wellbeing of students when onsite	Public Interest/Legal obligation
To inform you of the progress of your sponsored learners on their course and related to their studies	Contract

To promote services through employer forums	Contract/Public Interest
For insurance purposes	Public Interest/Legal obligation
For learners' to complete assignments (for example work placement feedback forms)	Contract/Public interest
To improve teaching and learning through work placement feedback	Contract/Public Interest
To use your photographs in promotional material for the group	Consent

The Group also has a legal obligation to collect some of your data including for health and safety and financial reasons.

Coleg Gwent Training Ltd works with many organisations and shares information where required within the Group to facilitate courses, especially in construction where it works closely with Gwent Construction Ltd.

What information do we collect?

- Your name, address and contact details (including e-mail and telephone number), date of birth and gender;
- The terms and conditions of your contract with us
- Details of your bank account
- Details of your schedule (days of work and working hours)
- Photographs

Where do we collect your data from?

We collect your information from various sources including:

- directly from you,
- information that we generate in the course of considering the learners' application and/or during their studies that you are sponsoring
- your IP address via cookie consent on our website
- CCTV footage from onsite cameras
- Photographs from college events

How long do we keep your data?

Our complete retention schedule is available on request.

The main retention dates are:

RECORD TYPE	LENGTH OF RETENTION
Client records	Current year + 6 years
CCTV Footage	Creation + 1 month
Promotional photographs	Current + 5 years
Communications between The Group and Employer	Current year + 6 years
Feedback forms/questionnaires - relating to your employed learners	Completion of learner's programme + 6 years.
Feedback forms/questionnaires	Completion of analysis of feedback
Financial information on forms	Current financial year + 6 years
Your learners' attendance records	Current year + 6 years

Records relating to cooperative partnerships.	End of partnership + 6 years
Complaints records	Last action on the complaint + 1 year

Who do we share your data with?

The Group partners with a number of third parties with whom we share data. We do not use any third party located outside of the EU and all data storage is also held within the EU.

Our Third Party List

Category of sharing	Why we share
Auditors	to test and monitor the group's activities to ensure compliance
Awarding Body	To administer paperwork relating to examinations and assessments
Debt collection	to collect outstanding fees on behalf of the group
Government and associated organisations	We send data to government organisations in order to gain funding, to enable teaching and learning, to support learners and potential learners, to comply with legal requirements such as tax payments of our staff
Insurance	To ensure the college is suitably insured to make it a safe environment
Organisations providing events and enrichment	to enhance learners' educational experiences
Service provider - marketing	To provide individuals with news and events from the group
service provider - telephone system	To enable staff and learners to have an efficient service when using the group's facilities
Statistical analysis	To provide information in the public interest related to the group's performance
Educational organisation (schools, universities, colleges)	to enable teaching, learning & funding for learners
Archive facilities	to securely store paper-based documents containing personal data
Service Provider - customer services	To ensure a professional service when contacting the group
Legal organisations (solicitors, police, courts)	to support the safety of learners and staff, for court proceedings and to gain legal advice
Employer/Training provider/Work Placement provider	to enable teaching, learning & funding for learners

The group's website may contain links to other websites of our partner networks, advertisers and affiliates. If you follow a link to these websites, please note that they have their own privacy notices and policies. The Group does not accept responsibility or liability for these notices and policies. Please check their policies before you submit any personal data to these websites.

Does the Group rely on automated decision making?

The Group does not use automated decision making currently.

How do we protect your data?

The group takes the security of your data seriously. It has internal policies and controls in place to try to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by its employees in the performance of their duties.

Where the group engages third parties to process personal data on its behalf, they do so on the basis of written instructions, are under a duty of confidentiality and are obliged to implement appropriate technical and organisational measures to ensure the security of data.

All staff are required to take data protection training on an annual basis.

What are your rights?

You have a number of rights under the GDPR.

This includes the right to seek the rectification or erasure of your personal data or to restrict and to object to the processing of your personal data.

You are also entitled to a copy of the data held about you, and to data portability.

Where we are processing your data, based on your consent, you also have a right to withdraw your consent to sharing data with us at any point. The Group is entitled to retain data that we are processing other legal bases though to satisfy our statutory and contractual obligations outlined above.

Requests of this nature can be made in several ways:

1. Contact the Data Protection Officer by e-mailing DPO@colegwent.ac.uk
2. By completing a data protection enquiry form on the website.
3. By completing a subject access request form available on the privacy page of the website and posting to:

The Data Protection Officer
Coleg Gwent
Crosskeys Campus
Risca Road
Crosskeys
Caerphilly
NP11 7ZA

If you feel that we have not dealt with your data in accordance with this privacy notice or in the event of any other complaint, you are able to forward your concerns to the Information Commissioner's Office (The ICO).

Changes to the way we process your data

This privacy notice may be updated from time to time.



01495 333777
www.colegwent.ac.uk

Pencadlys / Campws Brynbuga
Y Rhadyr
Brynbuga NP15 1XJ
Headquarters / Usk Campus
The Rhadyr
USK NP15 1XJ

Campws Dinas Casnewydd
Ffordd Nash
Casnewydd NP19 4TS
City of Newport Campus
Nash Road
Newport NP19 4TS

Campws Crosskeys
Ffordd Risca
Crosskeys NP11 7ZA
Crosskeys Campus
Risca Road
Crosskeys NP11 7ZA

Parth Dysgu Blaenau Gwent
Rhodfa Calch
Glynebwy NP23 6GL
Blaenau Gwent Learning Zone
Lime Avenue
Ebbw Vale NP23 6GL

Campws Pont-y-pŵl
Ffordd Blaendare
Pont-y-pŵl NP4 5YE
Pontypool Campus
Blaendare Road
Pontypool NP4 5YE