

Fair Processing Notice

(How we use employee information)

Introduction

This notice explains what information we collect, when we collect it and how we use this. During the course of our activities we will process personal data (which may be held on paper, electronically, or otherwise) about you and we recognise the need to treat it in an appropriate and lawful manner. The purpose of this notice is to make you aware of how we will handle your information.

1. Lochalsh & Skye Housing Association (“we” or “us”) is committed to a policy of protecting the rights of individuals with respect to the processing of their personal data and adhere to guidelines published in the UK GDPR and Data Protection Act 2018 (the 2018 Act), together with any domestic laws subsequently enacted. We collect and use personal data for a variety of reasons.

We are registered as a Data Controller with the Office of the Information Commissioner under registration number **Z6024339** and we are the data controller of any personal data that you provide to us.

Our Data Protection Officer is our Legal Services Manager.

Any questions relating to this notice and our privacy practices should be sent to Info@LSHA.co.uk.

2. We collect some or all of the following information from you through a variety of resources (i) directly from you; or (ii) third parties (including pension providers):
 - (a) Name
 - (b) Date of Birth
 - (c) Address
 - (d) Telephone Number
 - (e) E-mail address
 - (f) NI number
 - (g) Personal characteristics such as gender and ethnic group
 - (h) Details of previous employment
 - (i) Disclosure Scotland
 - (j) Qualifications/Awards
 - (k) Absence information
 - (l) Bank details
 - (m) HMRC and Pension details
 - (n) Next of Kin
 - (o) Emergency Contact number
 - (p) Medical Practice
 - (q) Details of any allergies/conditions which may be important in an emergency

We collect and use the above information and personal data for:

- (a) Administration of contracts of employment;
- (b) Payment of salaries;
- (c) Recruitment and selection;
- (d) Pensions and associated benefits, appraisal, training and development;
- (e) Membership of professional bodies.

3. We may disclose to and share information about you with third parties for the purposes set out in this notice, or for purposes approved by you, including the following:

- To process your monthly salary payments;
- To allow your pension provider to process pensions information and handle your pension;
- To allow your electronic payslips to be produced and issued to you;
- If we enter into a joint venture with, or are sold to or merged with, another business entity, your information may be disclosed to our new business partners or owners.

4. Your information will only be stored within the UK.

5. When you give us information we take steps to make sure that your personal information is kept secure and safe.

If you wish to see the security measures that are in place, please view our Privacy Policy on the LSHA intranet.

6. We review our data retention periods regularly and will only hold your personal data for as long as is necessary for the relevant activity, or as required by law (we may be legally required to hold some types of information), or as set out in any relevant contract we have with you.

Data retention guidelines on the information we hold is provided in our Privacy Policy on the LSHA intranet.

7. You have the right at any time to:

- ask for a copy of the information about you held by us in our records; and
- require us to correct any inaccuracies in your information
- request that we restrict your data processing
- data portability
- rights related to automated decision-making including profiling
- make a request to us to delete what personal data of yours we hold; and
- object to receiving any marketing communications from us

These rights are qualified and are not absolute.

8. If you would like to find out more about how we use your personal data or want to see a copy of information about you that we hold or wish to exercise any of your above rights, please contact the Chief Executive.

If you have any complaints about the way your data is processed or handled by us, please contact our Legal Services Manager who is our Data Protection Officer.

You also have the right to complain to the Information Commissioner's Office in relation to our use of your information. The Information Commissioner's contact details are noted below:

The Information Commissioner's Office – Scotland
Queen Elizabeth House, Sibbald Walk,
Edinburgh, EH8 8FT
Telephone: 0303 123 1115
Email: Scotland@ico.org.uk

The accuracy of your information is important to us – please help us keep our records updated by informing us of any changes to your personal and contact details.