

WORKER PRIVACY NOTICE

Data Collection and Privacy Notice

Aston University (“the University”) processes personal data as a “Data Controller” as defined in the Data Protection Act 2018 (“the DPA”) and the General Data Protection Regulation (Regulation (EU) 2016/679) (“the GDPR”). This notice relates to information about you which will be collected by the University and processed as described below. This notice may be updated at any time. The most up to date version can be found at www.aston.ac.uk/dataprotection.

Your personal data will be processed in compliance with the DPA and the GDPR.

What we collect

The personal data which the University processes includes:

- your name, address and contact details (including your email address and telephone number);
- beneficiary and emergency contact information;
- bank account details and payroll related information;
- government identification number such as your national insurance number, driving licence number or other form of identification; and
- other personal details in relation to your role at the University

It also includes Information about your disability status, ethnicity, sexual orientation, gender reassignment or religion, which is classed as “Special Category” Data under the GDPR and the DPA.

We may also process still and video images of you on our CCTV system. This will be used for purposes including the prevention and detection of crime, maintenance of public safety and the security of the University’s premises.

Your rights

Under the DPA and the GDPR you have certain rights over how your data is processed, including the right to know what information is processed about you and how it is processed.

You have the right of access to your personal information. You also have additional rights i.e. the right to rectify inaccurate information; restrict processing; and object to processing. These rights are limited in certain circumstances by the GDPR, and may be limited further by future UK legislation where data is only processed for research or statistical purposes.

Automated decision-making

The University will not use your personal data to make automated decisions about you. “Automated decisions” are defined as decisions made without human intervention. You have the right to opt out of automated processing at any time and to require that decisions are assessed by a person.

How we process your data

The University will process your personal data for the following purposes.

Purpose 1 – Administration of your work at the University

The University will process your personal data in order to process your pay, record any absence and attendance, the payment of expenses and maintain any details of your time working at the University.

Legal basis for processing your information for Purpose 1

The processing of your personal data for Purpose 1 is necessary on the grounds of the University fulfilling its obligations under its contract with you (GDPR Article 6(1)(b)). The processing of Sensitive Categories of Data is necessary on the grounds of the University carrying out its obligations under employment legislation (GDPR Article 9(2)(b)).

Purpose 2 – Compliance with Applicable Laws

The University is required to comply with applicable laws which includes equality and diversity legislation under the Equality Act 2010, health and safety law, the prevention of fraud and bribery, compliance with counter-terrorism legislation and submitting data to the relevant government bodies such as HMRC. The University will process your personal data to ensure that it complies with the appropriate legislation.

Legal basis for processing your information for Purpose 2

The processing of your personal data for Purpose 2 is necessary on the grounds of the University fulfilling its legal obligations (GDPR Article 6(1)(c)). The processing of Sensitive Categories of Data is necessary on the grounds of the University fulfilling its legal obligations (GDPR Article 6(1)(c)) and complying with laws which are in the public interest (GDPR Article 9(2)(g)).

Purpose 3 – IT Usage

The University will process your personal data when you use its IT facilities. This is to ensure that the University ensures its systems are secure and they are being used appropriately in accordance with its Information Security Policy.

Legal basis for processing your information for Purpose 3

The processing of your personal data is necessary on the grounds of our legitimate interest (GDPR Article 6(1)(f)).

Purpose 4 – Third Party Agreements

The University has a number of agreements with third parties which includes benefit providers, organisations relating to occupational health and Disclosure Barring Service organisations.

The processing of your personal data will ensure that you receive the appropriate assistance and benefits when working at the University (where applicable) and that we conduct the relevant checks and reports relating to your work at the University.

Legal basis for processing your information for Purpose 4

The processing of your personal data for purpose 4 is necessary on the grounds of the University's legitimate interest (GDPR Article 6(1)(f)).

Purpose 5 – Security

Your safety and the security of your property is very important to the University. We will therefore process your personal information which includes the use of CCTV footage to ensure that the University's premises remains safe and secure.

Legal basis for processing your information for Purpose 5

The processing of your personal data is necessary on the grounds of our legitimate interest (GDPR Article 6(1)(f)).

Purpose 6 – Emergencies

There may be circumstances where the University needs to contact an emergency contact that you have specified or the emergency services in events which include accidents, illnesses or concerns regarding your wellbeing.

Legal basis for processing your information for Purpose 6

We will process your personal data on the grounds of vital interests (GDPR Article 6(1)(d)). The processing of Sensitive Categories of Data is necessary on the grounds of the University protecting your vital interests (GDPR Article 9(2)(c)).