

Employee Privacy Notice

This notice explains what personal data 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.

Dalmuir Park 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 [Data Protection Act of 2018 (the Act 2018)] and the UK General Data Protection Regulation (EU) 2016/679, 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 Z5642475 and we are the data controller of any personal data that you provide to us. Our Data Protection Officer (DPO) is:

RGDP LLP

Level 2, One Edinburgh Key
133 Fountainbridge
Edinburgh
EH3 9QG

Tel: 0131 222 3239

Email: info@rgdp.co.uk

Any questions relating to this statement and our data protection practices should be sent to admin@dpha.org.uk in the first instance.

We collect the following information from you through a variety of resources (i) directly from you; or (ii) from third parties (including Employment Agencies, pensions services):

- Personal details (Name, Date of Birth, NI number)
- Contact details (Address Telephone Number E-mail address)
- Medical details including absence information, e.g, fit notes
- Personal characteristics such as gender, ethnicity, disability, signature
- Education history
- Qualifications
- Asylum status and your right to work in the UK
- Criminal record declaration and PVG information
- Photographs
- Marital Status
- Next of Kin/Emergency Contact details
- Details of your Bank Account
- The terms and conditions of your employment
- Employment History

- Passport details
- Driving Licence details
- Vehicle Enquiry notice
- Driver declaration
- Details of leave taken e.g. holiday, sickness absence, family leave and sabbaticals and the reasons for leave
- Work Schedule and attendance at work/ time recording
- Membership of Trade Union
- Biometric fingerprint recognition
- Tracking device

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

- Administration of contracts of employment
- Payment of salaries
- Recruitment and selection
- Pensions and associated benefits, appraisal, training and development
- Membership of professional bodies
- Managing attendance
- Care Inspectorate / SSSC registration
- Website and publications, notice boards (internal and external) and ID badges
- Employee Development Scheme
- Training and Development
- Health and Safety
- Equal Opportunities monitoring
- Disciplinary and Grievance procedures
- Making reasonable adjustments if you have a disability
- PVG checks
- Flexible working applications
- Time & Attendance management
- H&S lone working tracking device

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.

We may disclose to and share information about you with third parties such as pension providers, solicitors, occupational health providers, HMRC 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 our Occupational Health provider to liaise with your GP during periods of absence
- To allow your electronic payslips to be produced and issued to you
- To pay your Trade Union membership dues;
- When we grant third parties controlled access to our electronic network;
- To obtain employment related legal advice;
- To DWP, HMRC and other such third parties;
- To our Auditor to carry out our annual audit;
- Meeting our legal obligations including information we must provide to regulators and statutory authorities
- Sharing information re: location and telephone number whilst lone working

The legal basis that we use for processing your personal data is Contract. For processing special category personal data, the legal basis we use is Employment.

Transfers outside the UK and Europe

Your information will only be stored within the UK and EEA.

Security

When we process your personal data we take steps to make sure that it is kept secure and safe. Security measure we have in place are:

- Our premises are security alarmed, and fob accessed;
- Our IT systems are actively remotely monitored by our IT support provider
- We only allow staff to access sensitive data on a 'need-to-know' basis or /and some staff have limited access to sensitive data;
- Our staff have the necessary qualifications and integrity to access data and are carefully supervised;
- All of our staff are trained regularly on data protection and some key staff have had more in-depth training;
- Paper data is stored in locked cabinets and is disposed of in secure, locked consoles which are emptied by a confidential waste company. All electronic data and media is stored on a secure server and regularly audited to ensure that no excessive data is being retained. Automatic archiving is also set up on emails and regular archiving is carried out on all data following our retention schedules.
- We have Anti-Fraud policies aimed at preventing frauds and we have clear desks; policy and ensure we practice appropriate telephone call handling;
- We securely process electronic and paper data are transmitted/moved from place to place by using encrypted USB sticks or ensure documents are password protected.
- The clocking system has been upgraded to include fingerprint recognition. Each employee alone gains access by using their own fingerprint which clocks attendance for that day. Each time an employee enters or leaves the building; fingerprint recognition will be used to log times. All these are then uploaded to the main terminal, namely Kelio. A fob alternative is available to those staff who wish not to use biometric fingerprint reader
- In the course of providing a personal safety service (for instance, in an emergency situation) personal data shared with contracted third-party service providers as well as to the Emergency Services. Any third parties that Peoplesafe share personal data with are obliged to keep your details securely, and to use them only to fulfil the service required at the time.

How long we will keep your information

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.

Your Rights

You have the right at any time to:

- Ask for a copy of the information about you held by us in our records; and
- Request 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

If you would like to find out more about how we use your personal data, wish to exercise any of your rights or make a complaint, please contact the Corporate Services Team via email: admin@dpha.org.uk

You may also contact our DPO:

Tel: 0131 222 3239 / 07741 738842

Email: info@rgdp.co.uk

If you remain unsatisfied after your complaint has been processed by us, 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 below:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Website: www.ico.org.uk

If you would like to receive this statement in alternative format, for example, audio, large print or braille, please email: admin@dpha.org.uk

Date of this version June 2025