

Berkshire  
Buckinghamshire  
Oxfordshire



# Berkshire, Buckinghamshire and Oxfordshire *Wildlife Trust*



## About us

We believe that everyone can make a positive difference to their local environment. Join us and be part of nature's recovery!

In 1959, the Berkshire, Buckinghamshire and Oxfordshire Naturalists' Trust (BBONT) was born. In 2001 we changed our name to the Berkshire, Buckinghamshire and Oxfordshire Wildlife Trust (BBOWT), bringing us in to line with the Wildlife Trust family.

BBOWT is now the largest voluntary organisation in the region concerned with all aspects of nature conservation.

We are a membership organisation governed by a Board of Trustees elected by the members. Our membership totals 52,000 people.

BBOWT is a registered charity and company limited by guarantee.

## Our charitable objectives

To safeguard and enhance biodiversity, and in particular:

- To undertake and promote the conservation of wildlife species and their habitats including the restoration and creation of such habitats.
- To promote public understanding of, and support for, the natural world.
- To campaign in support of sustainable principles and practices for the protection of the natural environment.

## Our Vision

An environment rich in wildlife, valued by all.

## Our Mission

To create a Living Landscape across our towns, cities and countryside and inspire our communities to act for nature.

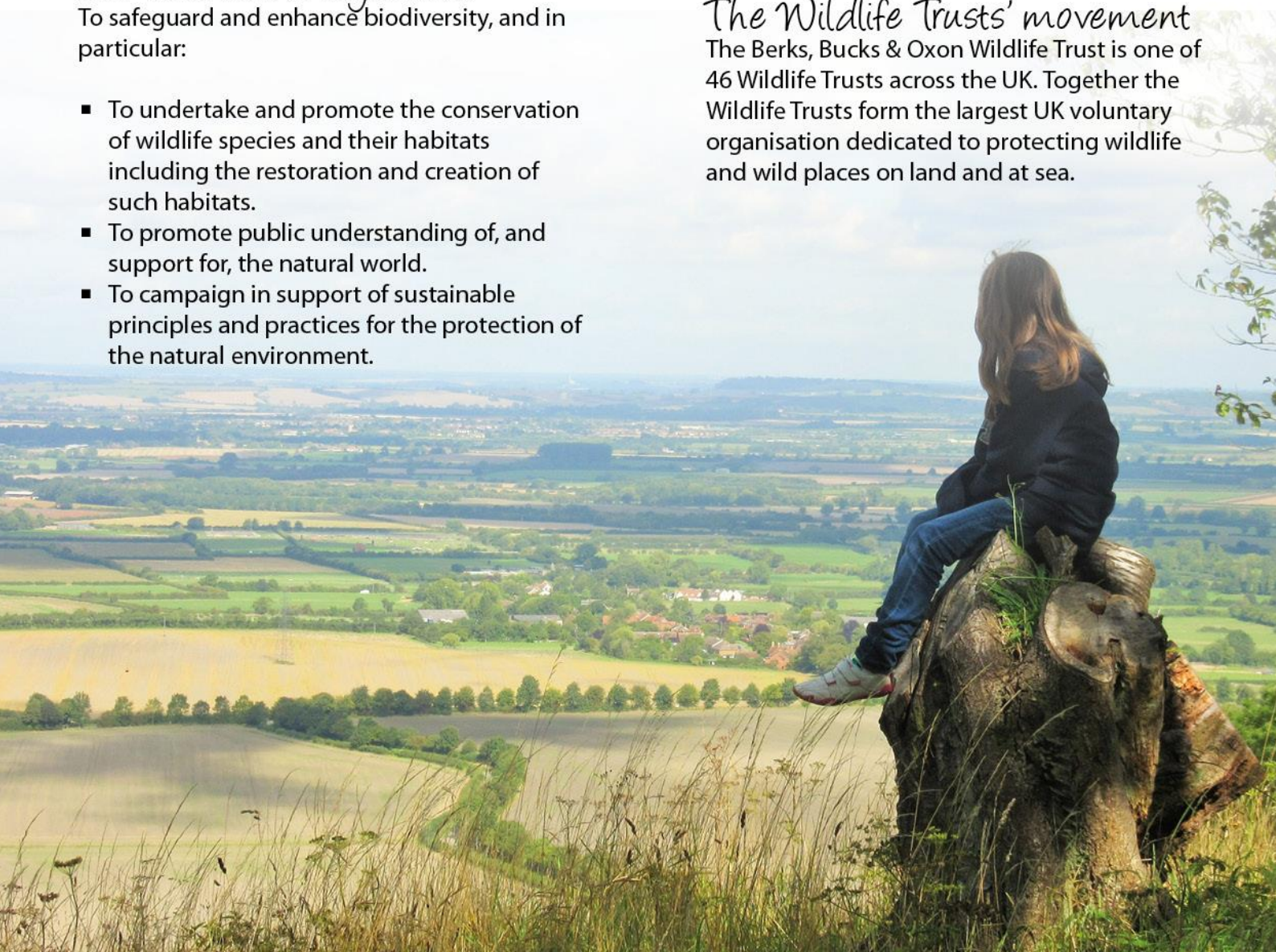
## Our Aim

To lead the way for nature's recovery and connect people with nature, so that:

- Our soil and water resources are managed to create functioning ecosystems and wildlife-rich places.
- Local communities, decision-makers, landowners and businesses work with and for nature.
- People recognise their dependence upon nature and its value to their mental and physical wellbeing.

## The Wildlife Trusts' movement

The Berks, Bucks & Oxon Wildlife Trust is one of 46 Wildlife Trusts across the UK. Together the Wildlife Trusts form the largest UK voluntary organisation dedicated to protecting wildlife and wild places on land and at sea.





# More, bigger, better and joined up

Our three counties have suffered decades of wildlife habitat destruction. Meadows, hedgerows and woods have disappeared under houses and roads. Unsustainable farming has depleted soils and in some places wiped out the diversity of wildlife.

We are leading the way to nature's recovery in Berks, Bucks and Oxon by restoring and creating more places for wildlife and people.

Putting financial and cultural values on nature helps us make the case for a countryside richer in wildlife. Our work demonstrates the benefits to water quality and flood regulation from our nature reserves.

We are cultivating new partnerships through our Investors in Wildlife scheme to maximise our impacts and build our capacity to restore more land for wildlife.



We manage 87 nature reserves covering 2,600 ha of land



25,000 memberships support our work

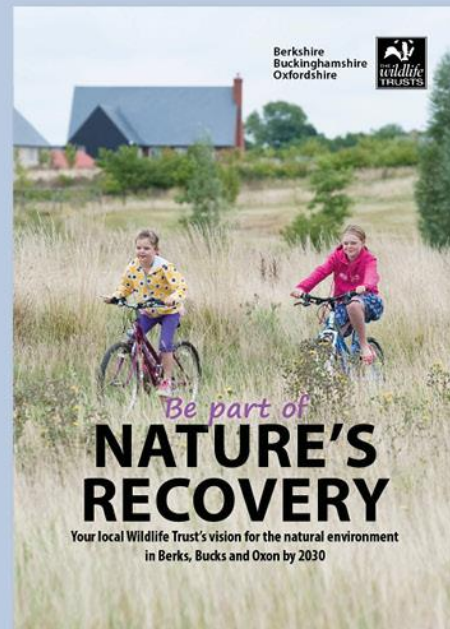


We manage 5 Living Landscapes to bring about landscape-scale habitat restoration

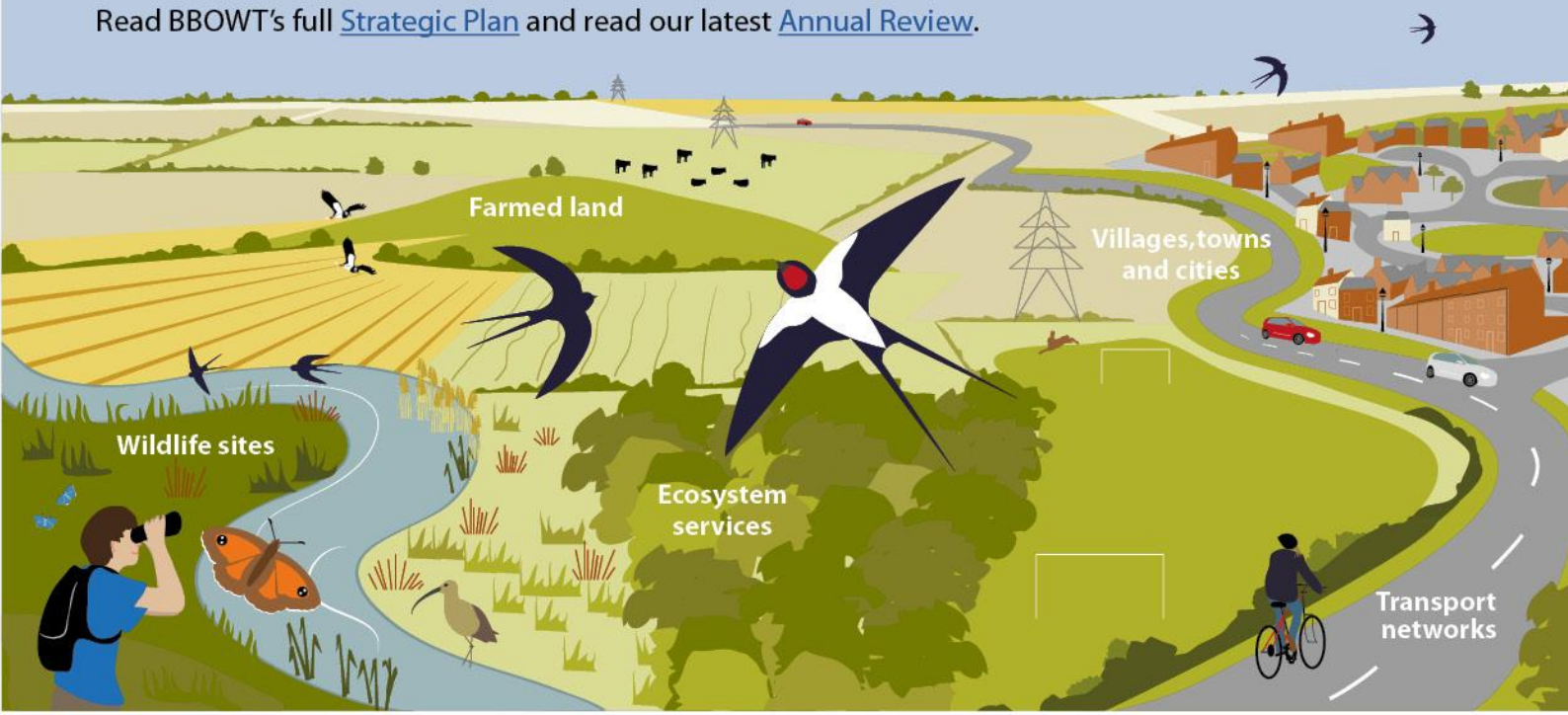
## BBOWT's Strategic Plan 2016-2021

BBOWT's ambitious Strategic Plan 2016-2021: *Be part of Nature's Recovery* aims to:

- *Restore* land so it is rich in wildlife
- *Connect* with people and communities
- *Value* nature by explaining its benefits
- *Partner* with others to maximise our impact
- *Build* our capacity to deliver



Read BBOWT's full [Strategic Plan](#) and read our latest [Annual Review](#).





# BBOWT's Nature Reserves

The Berks, Bucks and Oxon Wildlife Trust owns and manages more than 80 nature reserves across the three counties. More than 2,600 hectares of land are managed specifically to protect wildlife.

Wild places have been increasingly lost or damaged as a result of human activities. Many areas that BBOWT owns or manages would have been destroyed or damaged by intensive farming, forestry or development if the Trust had not stepped in.

BBOWT's nature reserves are central to our work to secure a better future for wildlife:

- Providing protection for rare and threatened animal and plant species.
- Acting as reservoirs so that wildlife can return to the wider countryside when opportunities arise.
- Demonstrating 'best practice' for habitat and species management to encourage local authorities, parish councils and other landowners to manage their land for wildlife.
- In some cases, providing a base for rigorous science-based research and environmental education for schools, colleges and universities.
- Offering the opportunity for people to experience and appreciate the rich variety of habitats that were once widespread.
- Inspiring and giving pleasure to BBOWT members and the public, and having a positive impact on wellbeing.
- Providing public benefits such as carbon storage, floodwater storage and water quality regulation.

## Flagship nature reserves

Bowdown Woods,  
Berks

College Lake,  
Bucks

Warburg Nature  
Reserve, Oxon



 **997ha**

We manage woodland,  
of which 479ha are  
ancient woodland

 **10%**

We care for 10% of the  
remaining floodplain  
meadows (MG4) in the UK

 **1,100ha**

Over 1,100ha grazing  
by livestock to maintain  
wildlife-rich habitats



# BBOWT's Living Landscapes

Successive *State of Nature* reports compiled by 25 conservation bodies, the most recent published in 2016, show that we are continuing to lose wildlife and the places where wildlife thrive at an alarming rate. A landscape-scale approach to wildlife conservation, by reconnecting habitats to create functioning landscapes, is the only way to halt and reverse biodiversity losses.

'Living Landscapes' schemes involve landowners, farmers, councils, businesses, individuals and communities working with the Berks, Bucks & Oxon Wildlife Trust to make more space for nature, and enable more people to enjoy them.

## Bernwood Forest and Ray Valley

This includes a rich mosaic of ancient woodland habitats now managed for many wildlife species, and traditional floodplain meadows, a stronghold for wading birds in the upper River Ray on the Bucks/Oxon border.

## Upper Thames

Centred on Chimney Meadows nature reserve in west Oxfordshire, this is one of the most important areas in the UK for wading birds and wildflower meadows.

## West Berkshire

The last stronghold in our region of internationally-threatened lowland heaths. This scheme includes Greenham and Crookham Commons.

## Urban Living Landscapes

BBOWT works in partnership with local authorities to inspire people to explore and discover the wild green spaces in Banbury and Oxford. These urban Living Landscapes reconnect wildlife habitats where people can enjoy them every day.

## Wild Banbury

We're working at two main sites, Hanwell Brook Wetland and Spiceball Park, owned by Banbury Town Council.

## Wild Oxford

We're working in partnership with Oxford City Council on four of their nature reserves: Chilswell Valley, Lye Valley, Raleigh Park and Rivermead Nature Park.



# 293

Landowners reached,  
influencing 3,214ha of land  
(2017-18)





## BBOWT's Brand Values

### passionate



From leading walks and giving talks, to training and the media, PASSION for local wildlife and how we are making a difference, informs everything we do.

### authoritative



Through regular meetings with MPs to discuss wildlife issues and our contributions to planning enquiries, we are the AUTHORITATIVE voice for local wildlife.

### influential



Through publicity and lobbying behind the scenes, and galvanising our members' support, we INFLUENCE decision-makers to bring about positive change for wildlife.

### practical



The conservation tasks we undertake ensure that the habitats in our care are wildlife-rich. We demonstrate best practice to encourage others to manage their land for wildlife too.

### inspiring



Whether it is our nature reserves and wildlife, publications, events or education programmes, we INSPIRE others to care as much about wildlife as we do.



# BBOWT's Behavioural Values

## *Integrity - doing the right thing*

You are confident that your actions are right for our customers (members, funders etc), your colleagues and the Trust as a whole. Your overriding consideration is BBOWT's purpose and reputation.

## *Respecting others - listening well and being open and honest*

You take care to understand and listen to all our customers (internal and external) and their needs. You speak to colleagues as one equal to another without judging, being patronising or using jargon. You understand the importance of dialogue and practise it. You also understand their knowledge, talent and experience.

## *Team work - integrated approach*

You find time to invest in, listen to, motivate and learn from one another by openly sharing information and knowledge with all colleagues and always realise that BBOWT is more important than the individual or team.

## *Personal responsibility - flexibility*

You are flexible in the way you work and are adaptable to change. You provide outstanding customer service and take responsibility to put things right whenever there is a problem. If a colleague needs your assistance you are there to help. You show commitment, passion and initiative.

## *Learning culture - continuously improving*

You promote a learning culture. You ensure sufficient time and resource to create a strong learning culture. You constantly challenge yourself and your team to build on what you have achieved.





# BBOWT's Offices and Education Centres

## Two visitor centres

- College Lake, Bucks
- Nature Discovery Centre, Berks

 **150**

members of staff  
dedicated to nature's  
recovery

## Four environmental education centres

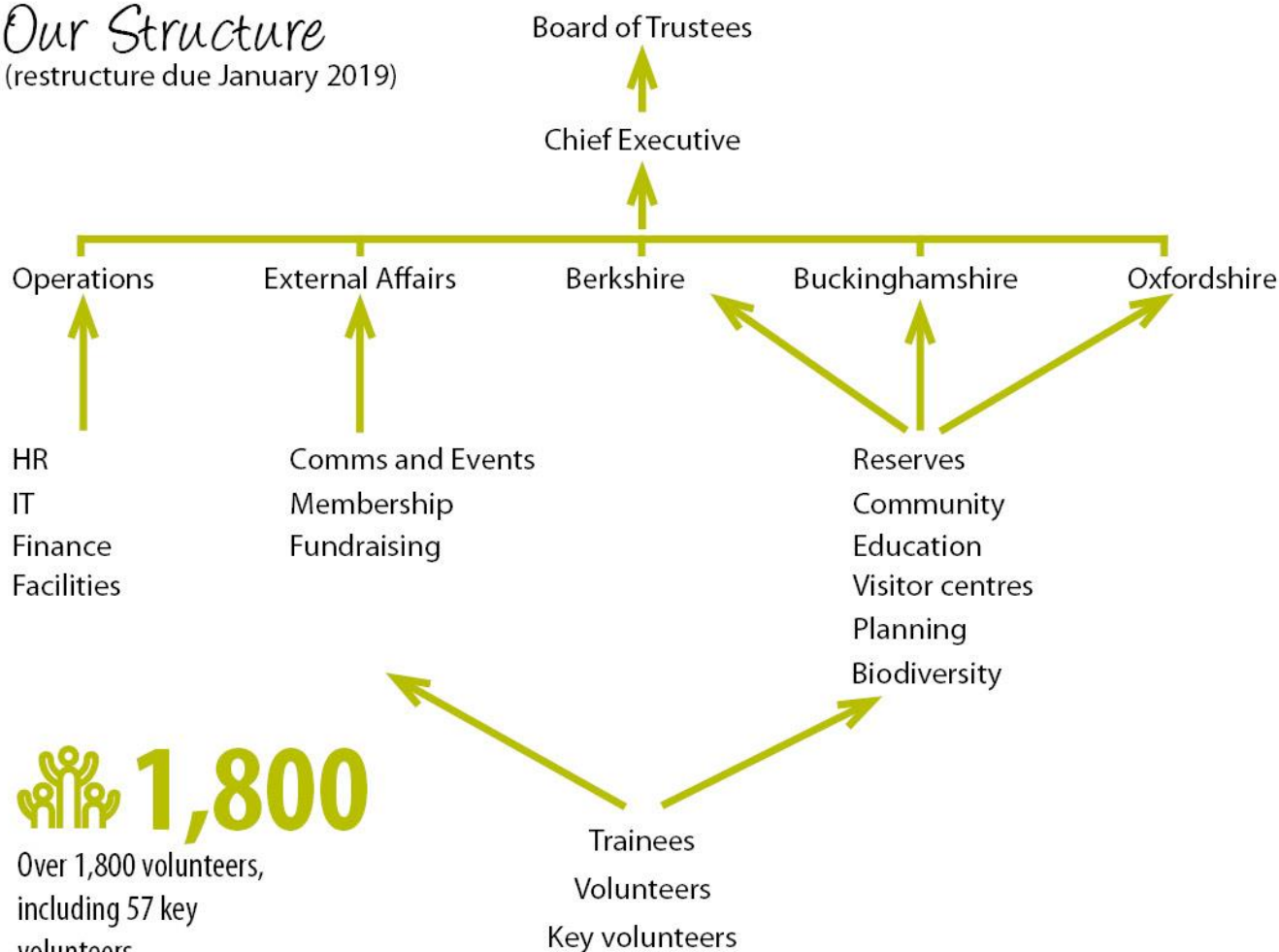
- College Lake, Bucks
- Nature Discovery Centre, Berks
- Sutton Courtenay, Oxon
- Woolley Firs, Berks





## Our Structure

(restructure due January 2019)

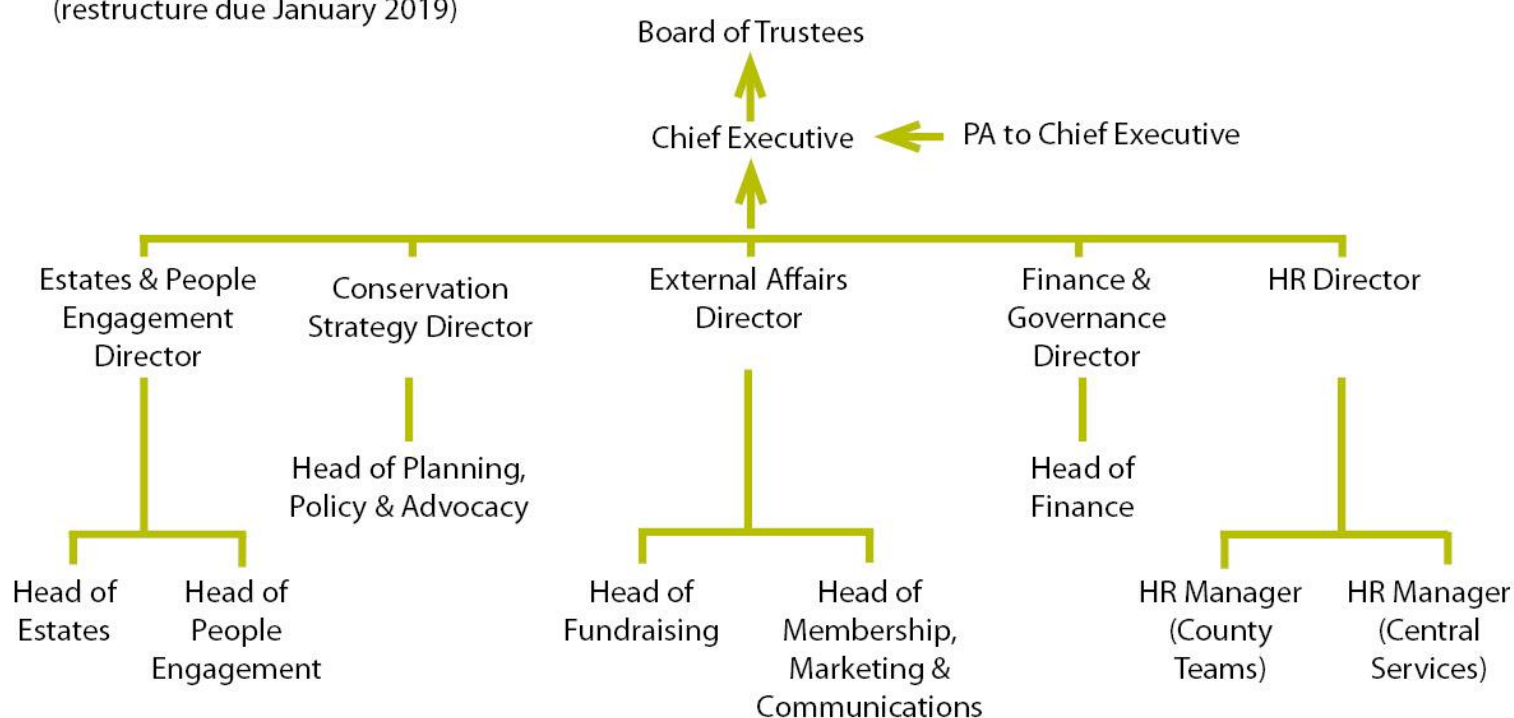


# 1,800

Over 1,800 volunteers,  
including 57 key  
volunteers

## New Leadership Team Structure

(restructure due January 2019)





## Job Description

### Human Resources Director

**Hours of work:** 21 hours per week

**Type of contract:** Permanent

**Based at:** Trust Head Office in Littlemore with travel to other sites as required.

**Salary Band:** E

### BACKGROUND

The Berkshire, Buckinghamshire and Oxfordshire Wildlife Trust (also known as BBOWT) was formed in 1959 and has a vision of an environment rich in wildlife for everyone, valued by all. We aim to lead the way to nature's recovery through innovative land management, and connect people with nature to improve their wellbeing. We work in partnership and through collaborative projects with local communities, businesses, land owners and local authorities. In the three counties BBOWT owns or manages 90 nature reserves covering 2,500 hectares. We have more than 50,000 members, employ over 100 professional staff, and have active support from more than 1,350 volunteers. Each year around 12,000 schoolchildren visit our education centres. BBOWT has an annual turnover of over £6 million and receives income from membership subscriptions, grants and donations. BBOWT is one of 46 Wildlife Trusts working across the UK, each is a corporate member of the Royal Society of Wildlife Trusts.

Our mission – To create a Living Landscape across our towns, cities and countryside and inspire our communities to act for nature.

Our aim – To lead the way for nature's recovery and connect people with nature, so that:

- Our soil and water resources are managed to create functioning ecosystems and wildlife-rich places.
- Local communities, decision-makers, landowners and business work with and for nature.
- People recognise their dependence upon nature and its value to their mental and physical wellbeing.

### JOB PURPOSE

To provide strategic human resources management to all activities within the Trust working closely with the Chief Executive and Director Team members plus managers and all employees; to provide comprehensive HR services including employment law, employee relations advice, change management and learning culture.

You will need impressive interpersonal skills, with the ability to communicate with staff at all levels and Trustees. You will support the Chief Executive on all people related matters.

You will take a lead role in demonstrating and embedding our organisational values and behaviours:

- Integrity – Doing the right thing.
- Respecting Others – Listening well, being open and honest.
- Personal Responsibility – Flexibility.
- Team Work – Integrated approach.
- Learning Culture – Continuously improving.

'For big or small decisions, we are effective and decisive.'



## **REPORTING LINE**

The post holder reports to the Chief Executive.

## **STAFF MANAGEMENT**

Line management responsibility for two Human Resources Managers who in turn manage a Human Resources Administrator.

## **KEY RESPONSIBILITIES**

### **Strategy**

- Contribute to the overall strategic direction of BBOWT and the wider movement.
- Contribute to BBOWT business planning.
- Lead on a programme of change management and continual learning through coaching, mentoring and training opportunities.
- Develop, gain approval for and implement a new HR strategy for the Trust including the recruitment, selection and retention of high quality staff; working towards the Trust being recognised as an Employer of Choice.
- Make recommendations for, implement and lead on a new staff recognition strategy.
- Ensure the development and periodic review of the full suite of HR policies and procedures such that they meet legal and organisational requirements, introducing and monitoring best practice and ensuring consistency in application.
- Consolidate our employment offer and develop a new Employee Brand for all internal communications.
- Attend Trustee Board meetings to report on your areas of responsibility, seeking approval where necessary.
- Provide relevant management information reports to the Leadership Team and Trustees in relation to HR issues.

### **Management**

- Provide line management supervision and support to direct reports, ensuring their continued performance, motivation and development.
- Be responsible for high level planning, goal setting, work priorities, and managing the performance of direct reports against plans and objectives.
- Lead a high performing HR team ensuring that:
  - All HR documentation, contracts, offers of employment etc. are consistent and in line with company policy.
  - There is a high standard of comprehensive employment law advice and employee relations service available to all areas of the Trust.
  - There is support for those dealing with sensitive employee issues giving guidance and advice; assisting employees with grievance matters and acting as a mentor, support or independent arbitrator as appropriate to the circumstances of any given situation.
  - High levels of service for recruitment, selection and induction advice and/or direct involvement as required to enable suitable processes to be followed.
  - All disciplinary, dismissal, grievance and welfare matters, such as long-term sickness, maternity, persistent absence, internal disputes, general employee relations are managed in order to secure an appropriate outcome in line with employment law, whilst managing damage limitation and taking into account the needs of the business and each individual involved.
  - Volunteer administration and co-ordination is delivered at a high level across the Trust.
- Lead on learning and development for the Trust, specifically leadership development for all staff with people management responsibilities, identifying and sourcing appropriate learning interventions.
- Oversee the Trust's accident reporting and chair the Health and Safety committee.
- Ensure that all managers are kept informed of any changes to employment law or policy.
- Oversee the HR team's compliance with GDPR.
- Provide clear leadership and direction across the organisation inspiring and motivating others to achieve, by generating trust and confidence.
- Any other duties as delegated by the Chief Executive.



**Innovation**

- Development of a new HR strategy for the Trust including a programme of change management.
- Constantly review the provision of HR services to the Trust and consider where improvements can be made, without additional costs.
- Scan the horizon for new opportunities the Trust may become involved in and make plans for the impact on our people.

**Representation**

- Represent the Trust externally to achieve significant, wide ranging impact and bring back ideas for best practice that the Trust can learn from in its employment practices.
- Represent the Trust in a professional manner and act at all times in a manner which will not damage its reputation.
- Ensure BBOWT is well-networked and able to influence the right people at the right level and at the right time.

**Financial**

- Responsible for the planning, monitoring and control of significant budgets and resources within the HR department, through senior level management of annual and three year rolling plans.

**Communication – internal**

- As a key member of the senior management team, contribute to the overall success and diversity of the Trust in order to assist the Chief Executive in taking the Trust forward as a united organisation.
- Attend and contribute to bi-weekly Director Team meetings, and monthly Leadership Team meetings.
- Work with the Director of External Affairs to develop a new Employee Brand and internal communications strategy.
- Develop an employee forum to create the scope for two-way communication between the Chief Executive and Director Team and all staff groups.
- Develop positive and professional working relationships across all departments, underpinned by effective internal communications channels.

**The Wildlife Trusts and other organisations**

- Develop and maintain strong, supportive relationships with other Wildlife Trusts and RSWT.
- Represent BBOWT at national and regional meetings and events.
- Liaise regularly with a wide range of contacts outside TWT, including partner organisations, businesses, sponsors, volunteers, press and all forms of the media.
- Influence people at the highest level among strategic and delivery stakeholders.

**General – internal**

- Ensures close liaison with all teams to maintain standards, ensure compliance with policies and delivery of organisational plans and priorities.
- Adhere to all Trust policies, procedures and systems.
- To ensure that all health and safety obligations are met in all aspects of the role.
- Engender a culture of membership recruitment within the team.



## PERSON SPECIFICATION

	Essential	Desirable
Demonstrable experience of managing high performing teams	✓	
Fully qualified to Level 7 Chartered Institute of Personnel and Development and/or equivalent	✓	
Strong track record in Human Resource Management	✓	
Knowledge of payroll provision	✓	
Full working knowledge of relevant HR policies and procedures	✓	
Experience of dealing with high level HR issues and challenges	✓	
Ability to adapt to challenging situations and people and respond appropriately using negotiation and influencing skills to achieve objectives	✓	
Ability to effectively plan ahead to anticipate problems and plan for worst-case and best-case scenarios	✓	
Track record as an effective leader at a senior level	✓	
Knowledge and understanding of how charities operate		✓
Experience of project management, including budgeting, developing work plans, and monitoring and evaluation	✓	
Track record in achieving financial and outcome targets, including in uncertain conditions	✓	
Ability to successfully lead a team and line manage HR staff	✓	
Track record of developing and delivering new initiatives and ideas	✓	
Proven networking and relationship building skills	✓	
Excellent organisational skills, ability to work under pressure and to meet deadlines	✓	
Good report writing skills	✓	
Experience of working with the media		✓
Well-developed IT skills with a working knowledge and understanding of MS Office functions such as Word, Excel, Outlook, email and the internet	✓	
Excellent presentation and negotiation skills	✓	
Good verbal and written skills	✓	
Ability to communicate well with a broad range of people	✓	
Willing to work some weekends and evenings (specifically to attend Trustee meetings)	✓	
Willing to travel regularly to other Trust offices	✓	
Team player, able to deliver outcomes across teams	✓	
Current UK valid driving licence	✓	
Ability and willingness to demonstrate the BBOWT values of Integrity; Respecting Others; Personal Responsibility; Team Work; and Learning Culture	✓	



## MEASUREMENTS OF SUCCESS

- Improved levels of staff satisfaction.
- Introduction of an employee forum to improve two-way communication.
- Introduction of an employee brand for all internal communications.
- Effective leadership to achieve outcomes.
- Effective development and implementation of strategic and operational management and implementation plans.
- Effective member of the Director team, Leadership team, Project Board, Volunteering Steering Group and Health and Safety Committee.
- Attends Trustee Board meetings to present reports about your area of responsibility, along with seeking approval for new areas of work.
- Undertakes coaching and personal development.
- Coaches direct reports and other members of staff.
- Effective management of resources.
- Effective representation of BBOWT externally.
- Effective relationship with other Wildlife Trusts and RSWT.

*Follow us on social media*



[facebook.com/bbowildlifetrust](https://facebook.com/bbowildlifetrust)



[instagram.com/bbowt](https://instagram.com/bbowt)



[@BBOWT](https://twitter.com/bbowt)



[pinterest.com/bbowt](https://pinterest.com/bbowt)

 **19,000**

followers on social media

Registered charity number: 204330 Company registered number: 00680007

[www.bbowt.org.uk](https://www.bbowt.org.uk)

Photographs: Rob Appleby, BBOWT, Sue Croxford, Ric Mellis, Matthew Roberts, Terry Whitaker/2020Vision, Claire Williams  
Illustration: Rachel Hudson/butterflytrack.co.uk



## Terms and Conditions of Employment 2018/19

### Salaries

All posts are evaluated through a grade-evaluation system which awards pay dependent on the level of responsibility of the post-holder. Salaries are reviewed annually and exceptionally at half year in line with the budgets. Effective 1 April 2018 the salary bands shown in Table 1 apply.

Band	2017-18			2018-19		
	min	max	B a n d width	min	max	B a n d width
A	13,650*	20,783	7,133	14,251*	20,783	6,532
B	20,172	25,762	5,590	20,575	25,762	5,187
C	23,849	32,689	8,840	24,326	32,689	8,363
D	27,631	39,725	12,094	28,184	39,725	11,541
E	34,355	53,039	18,684	35,042	53,760	18718
F	50,219	75,750	25,531	51,223	76,750	25,527

\*represents National Living Wage for employees aged 25 & over

Table 1 – Salary bands effective 1 April 2018

### Working hours

Full time working hours are 35 hours per week excluding 1 hour for lunch. BBOWT offers no paid overtime, however on occasions where significant overtime working is unavoidable to attend events, activities or meetings TOIL may be authorised in advance of the work to be done, at the discretion of the line manager.

### Annual Leave

Staff members are entitled to 23 days annual leave, plus normal UK Bank holidays, and 3.5 non-transferable days to be taken when the Trust closes at Christmas. Annual leave increases by one-day per completed calendar year of service, up to a maximum of 28 days per year.

On the few occasions, where it may be required due to operational reasons, for example over the Christmas period, BBOWT reserves the right to utilize one day of annual leave for a specified shutdown period.

## Sick pay

BBOWT offers a sick pay scheme at full pay based on a rolling year as follows:

Length of Service	Weeks sick pay (full pay)
< 3 months	1
3 month – 1 year	3
1 year – 2 years	8
2 year – 3 years	9
3 year – 4 years	10
4 year – 5 years	11
Over 5 years	12

## Maternity and Paternity Pay

Maternity and paternity pay is awarded at statutory levels.

## Working Arrangements

The Trust endeavours, where feasible, to accommodate requests for flexible working.

There is a working from home procedure to support formalised working from home arrangements.

Homeworking, for short specific pieces of work, working from another BBOWT office or temporary adjustments to working hours may be agreed at the discretion of the line manager.

Any permanent changes to working arrangements must be agreed in writing by the Chief Executive.

## Pensions

BBOWT offer a pension scheme in line with the government auto-enrolment scheme. The contributions that will come into effect on 1<sup>st</sup> April 2018 are outlined below.

	Staff Contribution	Employer Contribution
New Staff – first 3 months	Nil	Nil
New Staff – 3-12 months	2%	3%
Staff after 12 months	1%	6%

## Sabbaticals

Entitlement to request as follows:

Length of Service	Number of weeks (50% full pay)
5 years	4
10 years	6
15 Years	8
Each subsequent 5 years	8



**Life Assurance**

The Trust has a Group Life Assurance Scheme with Canada Life. The scheme is designed to pay a lump sum of 3 x basic salary in the event of death during employment of over 3 months.

**Childcare Vouchers**

Staff with childcare costs can claim up to £243 per month of childcare vouchers in lieu of gross salary, free of tax and national insurance.

**Bike to Work**

The Trust operates a salary-sacrifice scheme whereby after 3 months of service staff can (within the limits of the Cycle Scheme arrangements) hire-purchase a bicycle (and cycling accessories) from their gross salary free of tax and national insurance over a period of 12 or 18 months.

**Annual performance reviews**

Every member of staff is required to undergo an annual performance review (PDP) and regular one-to-one meetings (usually monthly) with their line manager throughout the rest of the year.

**Employee Assistance Programme**

Each member of staff has access to an employee assistance programme, using an independent external provider (Worklife Support Ltd), who provide a range of support services including a telephone counselling and advice line for any staff that may be facing problems either inside or outside work.

Patrick Taylor  
Director of Operations  
March 2018

## Job Applicant Privacy Notice

### Data controller: Berkshire, Buckinghamshire and Oxfordshire Wildlife Trust (BBOWT)

As part of any recruitment process, the organisation collects and processes personal data relating to job applicants. The organisation is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

### What information does the organisation collect?

The organisation collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, including benefit entitlements;
- whether or not you have a disability for which the organisation needs to make reasonable adjustments during the recruitment process;
- information about your entitlement to work in the UK; and
- equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health, and religion or belief.

The organisation collects this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment.

The organisation will also collect personal data about you from third parties, such as references supplied by former employers, information from employment background check providers and information from criminal records checks.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

### Why does the organisation process personal data?

The organisation needs to process data to take steps at your request prior to entering into a contract with you. It also needs to process your data to enter into a contract with you.

In some cases, the organisation needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check applicants' eligibility to work in the UK before offering employment.

The organisation has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the organisation to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The organisation may also need to process data from job applicants to respond to and defend against legal claims.

Where the organisation relies on legitimate interests as a reason for processing data, it has considered whether or not those interests are overridden by the rights and freedoms of employees or workers and has concluded that they are not.

The organisation processes health information if it needs to make reasonable adjustments to the recruitment process for candidates who have a disability. This is to carry out its obligations and exercise specific rights in relation to employment.

Where the organisation processes other special categories of data, such as information about ethnic origin, sexual orientation, health, religion or belief, age, gender or marital status, this is done for the purposes of equal opportunities monitoring purposes whereby information collected is anonymised so that the person providing the information cannot be identified.



For some roles, the organisation is obliged to seek information about criminal convictions and offences. Where the organisation seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

The organisation will not use your data for any purpose other than the recruitment exercise for which you have applied.

### **Who has access to data?**

Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to the data is necessary for the performance of their roles.

The organisation will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. The organisation will then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks and the Disclosure and Barring Service to obtain necessary criminal records checks, if relevant to the role.

The organisation will not transfer your data outside the European Economic Area.

### **How does the organisation protect data?**

The organisation takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties. Any paper copies are held securely in locked cabinets and electronic copies are saved in a protected area with, both accessible only to employees with a need to know as part of their role.

### **For how long does the organisation keep data?**

If your application for employment is unsuccessful, the organisation will hold your data on file for six months after the end of the relevant recruitment process. At the end of that period your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your data will be held will be provided to you in a new privacy notice.

### **Your rights**

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require the organisation to change incorrect or incomplete data;
- require the organisation to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;
- object to the processing of your data where the organisation is relying on its legitimate interests as the legal ground for processing; and
- ask the organisation to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override the organisation's legitimate grounds for processing data.

If you would like to exercise any of these rights, please email [info@bbowt.org.uk](mailto:info@bbowt.org.uk)

If you believe that the organisation has not complied with your data protection rights, you can complain to the Information Commissioner.

### **What if you do not provide personal data?**

You are under no statutory or contractual obligation to provide data to the organisation during the recruitment process. However, if you do not provide the information, the organisation may not be able to process your application properly or at all.

You are under no obligation to provide information for equal opportunities monitoring purposes and there are no consequences for your application if you choose not to provide such information.

### **Automated decision-making**

Recruitment processes are not based solely on automated decision-making.