

Your rights under GDPR

Your privacy is important to us and we take it very seriously. We want to help everyone who uses Solos Consultants' services to get the most out of them.

The General Data Protection Regulation (GDPR) (Regulation (EU) 2016/679) is a new regulation which replaces the Data Protection Regulation (Directive 95/46/EC). The Regulation aims to harmonise data protection legislation across EU member states, enhancing privacy rights for individuals and providing a strict framework within which commercial organisations can legally operate.

The policy below lays out in simple English how the GDPR and the current ePrivacy Directive (soon to be updated) applies to the way Solos handles your personal data. Our aim is to be responsible, relevant and secure when using your data. Solos Consultants specialises in temporary and permanent recruitment services across a range of professional industries within the public and private sectors. Our expectation is that individuals giving consent share these aims and objectives. If this is not your expectation, please do not subscribe. Sharing your personal details with us via our website indicates that you have read and understood the terms and conditions of the policy.

Please take a moment to read through what information we collect about you, who we share it with and how they might use it.

Who controls my personal data?

- The Data Controller is Solos Consultants Limited. It is Registered in the UK Company Number 4651938
- Field House, Fernwood Drive, Watnall, Nottingham NG16 1LA
- You can call them on 0115 927 4400
- Solos Consultants Limited is registered as a Data Controller with the Information Commissioner's Office Certificate Number Z788339X

What is the purpose and legal basis of the processing?

- At Solos we will rely on your 'consent' to process personal data. This is defined by the new General Data Protection Regulation (GDPR) standard of 'consent' as its legal basis for processing personal data
- GDPR defines consent as 'any freely given, specific, informed and unambiguous indication of the data subjects' wishes by which he or she, by a statement or by a clear affirmative action, signifies agreement to the processing of personal data relating to him or her'
- By agreeing to the consent box you have accepted that you understand and accept this as a valid legal basis for processing your personal data
- Your data will not be shared with any third parties without your prior knowledge, but may be used by us to help a selected, GDPR compliant and professionally relevant group of industry suppliers to share their knowledge and insights with you through our branded channels
- Your personal data will not be shared with any third parties unconnected with Solos.

What data will the Controller collect and process?

- The categories of personal data we may collect through our website are your name and email. Personal Data may also include a link to a professional profile photograph if one is available in the public domain e.g. LinkedIn

Who will have access to the data?

- The recipients of personal data are limited to Solos Consultants Limited
- If we do not engage to provide you with work finding services the data will not be shared outside the company.

Will the data leave the UK? If so, what safeguarding measures are in place?

- Solos Consultants Limited has advised all parties that data may not be transferred outside of the UK without submitting satisfactory proof of their safeguarding methods and proof of a certified privacy shield

How long will the data be kept for?

- The Retention period for personal data is 3 years.
- Solos will be required to deactivate personal data after the relevant retention period, or when they are in receipt of a data subjects request to do so, whichever is the earlier. The data subject has the right to change their mind and withdraw consent at any point during the retention period
- What are my rights?

Solos confirms the following rights to each Data Subject:

- The right to be informed
- The right of access
- The right to rectification
- The right to erasure
- The right to restrict processing
- The right to data portability
- The right to object
- Rights in relation to automated decision making and profiling.