PRIVACY NOTICE

Staff, Fellows, Associates, and Academic Visitors

This privacy notice, which has been drawn up in consultation with Mills & Reeve LLP, applies to data processing activities undertaken by Nuffield College in respect of personal data which the College holds about current staff, fellows, associates, and academic visitors.

Separate privacy notices covering processing of student and others’ data are available on the College website, along with privacy notices covering the College’s archives, financial activities, catering and events, and security and access to College premises.

A summary of what this notice explains

Nuffield College ("we"; “the College”) is committed to protecting the privacy and security of personal data.

This notice and its accompanying Record of Processing Activities explains what personal data the College holds about you, how we use it internally, how we share it, how long we keep it and what your legal rights are in relation to it.

For the parts of your personal data that you supply to us, this notice also explains the basis on which you are required or requested to provide the information. For the parts of your personal data that we generate about you, or that we receive from others, it explains the source of the data.

There are some instances where we process your personal data on the basis of your consent. This notice sets out the categories and purposes we use your data for where your consent is needed.

What is your personal data and how does the law regulate our use of it?

“Personal data” is information relating to you as a living, identifiable individual. We refer to this as “your data”. It can include information such as your name, contact details, education history and other information about you that we may process.

“Processing” your data includes various operations that may be carried out on your data, including collecting, recording, organising, using, disclosing, storing and deleting it.

The law requires us:

- to process your data in a lawful, fair and transparent way;

1 https://www.nuffield.ox.ac.uk/the-college/policies-and-resources/
2 https://www.nuffield.ox.ac.uk/media/3064/ropa-staff-fellows-associates-and-academic-visitors_v01.pdf
• to only collect your data for explicit and legitimate purposes;
• to only collect data that is relevant, and limited to the purpose(s) we have told you about;
• to ensure that your data is accurate and up to date;
• to ensure that your data is only kept as long as necessary for the purpose(s) we have told you about;
• to ensure that appropriate security measures are used to protect your data.

Contact Details

If you need to get in touch with us about your data, please contact:

The Bursary
Nuffield College
New Road
Oxford, OX1 1NF

bursar@nuffield.ox.ac.uk
+ 44 1865 278525

Or the College’s Data Protection Officer, at the same address:

dpo@nuffield.ox.ac.uk
+ 44 1865 278606

Data that you provide to us and the possible consequences of you not providing it

In most cases, the data you provide to us is processed by us in order that we, and you, can each fulfil our contractual obligations and/or comply with obligations imposed by law (for example, to comply with UK immigration and visa requirements).

The consequences for any failure to provide such data will depend on the particular circumstances. For example, a failure to provide copies of your passport, right to work and visa information, may mean that we are unable to enter into, or continue, with your employment.

Some data that you give to us is provided on a wholly voluntary basis – you have a choice whether to do so. Examples include: equality monitoring data, which is requested by the College as part of the equality monitoring that we undertake pursuant to our legal obligations under the Equality Act 2010, or disability and health condition information, which you may choose to provide to us in order that we can take this information into account when considering whether to make a reasonable adjustment.

Other sources of your data

Apart from the data that you provide to us, we may also process data about you from a range of sources, including the University of Oxford (which operates a number of electronic systems
that Colleges have access to); data which is generated during any application process for employment with the College; and your previous educational establishments and/or employers if they provide references to us.

**The lawful basis on which we process your data**

The law requires that we provide you with information about the lawful basis on which we process your personal data, and for what purposes.

Most commonly, we will process your data on the following lawful grounds:

- where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those legitimate interests.
- where it is necessary to take steps at your request prior to entering a contract;
- where necessary to comply with a legal obligation.

We may also use your data, typically in an emergency, where this is necessary to protect your vital interests, or someone else’s vital interests. In a small number of cases where other lawful bases do not apply, we will process your data on the basis of your consent.

**How we apply further protection in the case of “Special Categories” of personal data**

"Special categories" of particularly sensitive personal data require higher levels of protection. We need to have further justification for collecting, storing and using this type of personal data.

The Special Categories of personal data consist of data revealing:

- racial or ethnic origin;
- political opinions;
- religious or philosophical beliefs;
- trade union membership.

They also consist of the processing of:

- genetic data;
- biometric data (e.g. fingerprints) for the purpose of uniquely identifying someone;
- data concerning health;
- data concerning someone's sex life or sexual orientation.

We may process special categories of personal data in the following circumstances:

- with your explicit written consent; or
- where it is necessary in the substantial public interest, and further conditions are met;
• where the processing is necessary for archiving purposes in the public interest, or for scientific or historical research purposes, or statistical purposes, subject to further safeguards for your fundamental rights and interests specified in law.

Less commonly, we may process this type of data where it is needed in relation to legal claims or where it is needed to protect your interests (or someone else's interests) and you are not capable of giving your consent, or where you have already made the data public.

*Criminal convictions and allegations of criminal activity*

Further legal controls apply to data relating to criminal convictions and allegations of criminal activity. We may process such data on the same grounds as those identified for “special categories” referred to above.

**Details of our processing activities, including our lawful basis for processing**

We have prepared a [Record of Processing Activities](https://www.nuffield.ox.ac.uk/media/3064/ropa-staff-fellows-associates-and-academic-visitors_v01.pdf) which sets out in detail the processing activities that we undertake, the source of the data, the reasons why we process it, how long we keep it, and the lawful basis we rely on.

**How we share your data**

We will not sell your data to third parties. We will only share it with third parties if we are allowed or required to do so by law or in order to fulfil a contractual obligation. This may include disclosures where the third party is an agent or service provider appointed by the College to enable us to operate effectively, provided we are satisfied that appropriate safeguards have been put in place to ensure adequate levels of security for your data.

All our third party service providers are required to take appropriate security measures to protect your personal information in line with our policies, and are only permitted to process your personal data for specific purposes in accordance with our instructions. We do not allow our third party providers to use your personal data for their own purposes.

We have prepared a [Data Sharing Table](https://www.nuffield.ox.ac.uk/media/3055/data-sharing-table_v01.pdf) which provides more information on the categories of recipients of your data.

**Sharing your data outside the European Union**

The law provides various further safeguards where data is transferred outside of the EU.

When you are resident outside the EU in a country where there is no “adequacy decision” by the European Commission, and an alternative safeguard is not available, we may still transfer...
data to you which is necessary for performance of your contract with us (if you are a fellow, staff member, or student).

Otherwise, we will not transfer your data outside the European Union without your authority or notifying you in advance of our intentions and of the safeguards that apply to your data.

Automated decision-making

We do not envisage that any decisions will be taken about you based solely on automated means, however we will notify you in writing if this position changes.

How long we keep your data

The detailed Record of Processing Activities\(^5\) explains how long we will keep your data. Please note that we may keep anonymised statistical data indefinitely, but you cannot be identified from such data.

Your legal rights over your data

Subject to certain conditions set out in UK data protection law, you have:

- The **right to request access** to a copy of your data, as well as to be informed of various information about how your data is being used.
- The **right to have any inaccuracies in your data corrected**, which may include the right to have any incomplete data completed.
- The **right to have your personal data erased** in certain circumstances;
- The **right to have the processing of your data suspended**, for example if you want us to establish the accuracy of the data we are processing,
- The right to receive a **copy of data you have provided to us**, and have that transmitted to another data controller (for example, another University or College).
- The **right to object to any direct marketing** (for example, email marketing or phone calls) by us, and to require us to stop such marketing.
- The **right to object to the processing of your information** if we are relying on a “legitimate interest” for the processing or where the processing is necessary for the performance of a task carried out in the public interest. The lawful basis for any particular processing activity we carry out is set out in our detailed Records of Processing Activities\(^6\):
- The **right to object to any automated decision-making** about you which produces legal effects or otherwise significantly affects you.
- Where the lawful basis for processing your data is **consent**, you have the **right to withdraw your consent at any time**. When you tell us you wish to exercise your right, we will stop further processing of such data. This will not affect the validity of any

---

\(^5\) https://www.nuffield.ox.ac.uk/media/3064/ropa-staff-fellows-associates-and-academic-visitors_v01.pdf

\(^6\) https://www.nuffield.ox.ac.uk/the-college/policies-and-resources/
lawful processing of your data up until the time when you withdrew your consent. You may withdraw your consent by contacting us via the contact details set out above.

Further guidance on your rights is available from the Information Commissioner’s Office (https://ico.org.uk/). You may also wish to contact the College’s Data Protection Officer (dpo@nuffield.ox.ac.uk) if you are considering how or whether to exercise your rights.

You have the right to complain to the UK’s supervisory office for data protection, the Information Commissioner’s Office if you believe that your data has been processed unlawfully.

**Future changes to this privacy notice, and previous versions**

We may need to update this notice from time to time, for example if the law or regulatory requirements change, if technology changes, or to make the College’s or the University’s operations and procedures more efficient. If the change is material, we will endeavour to give you not less than two months’ notice of the change so that you can decide whether to exercise your rights, if appropriate, before the change comes into effect. We will normally notify you of the change by email.

Past versions of this and other Privacy Notices can be accessed online.  

Version control: v1.0  
Last updated: 29.10.2018

---

7 https://www.nuffield.ox.ac.uk/the-college/policies-and-resources/past-privacy-notices-and-ropas/