

**INCOME MAXIMISATION CASEWORKER**

**RECRUITMENT PACK**

**MARCH 2025**

Dear Applicant,

Re: Income Maximisation Caseworker

Thank you for expressing an interest in the above post. Enclosed within this recruitment pack are the following:

* Introduction, vision and mission
* Job description
* Person Specification
* Job application form
* Job applicant privacy notice

Please complete the application form enclosed, **paying particular attention to the person specification and explaining how your knowledge, skills and experience demonstrate that you meet those required for the post**. We would also be grateful if you could complete and return the Job applicant privacy notice.

We are happy to accept a hard copy or emailed application.

Only shortlisted candidates will be contacted and asked to attend for interview.

Yours sincerely,



Emma Tweed
Chief Officer

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# INTRODUCTION, VISION AND MISSION

**About us**

Care & Repair is a national charitable body and actively works to ensure that all older people have homes that are safe, secure and appropriate to their needs.

We provide services to a network of Care & Repair Agencies across Wales. Our services to Agencies include:

* leadership and national representation on policy responses, service improvement, and innovation
* co-ordination of the national Care & Repair Information System (CARIS), using national performance and evaluation to inform policy response, and national reports on outcomes from services
* policy information and briefing
* training and networking events, to facilitate consistency of services, and shared best practice
* agency support and development
* increasing brand awareness, national PR and communications
* providing support services to Agency Boards to help them evaluate and improve their performance and outcomes.
* promoting and facilitating greater collaboration and partnership working in the sector
* generating more funding for front line services and new projects.

Through our work, and close relationship with the Agencies, we listen to the needs and desires of older people and on the national stage articulate this information to policy makers at the Welsh Government. This advocacy work helps inform thinking about Housing Policy for older people, and wider Health and Social Care policy for older people which is intrinsically linked to appropriate, good quality housing.

**Our core objectives**

* Champion the housing needs of older people living in owner occupied and private rented housing through effective national lobbying and continued development of national partnerships;
* Assist in meeting key Government objectives, policy and strategies;
* Provide services and advice to Care & Repair Agencies on WG grant funding applications and information on the performance of Care & Repair Agencies across Wales and outcomes achieved for older people;
* Promote the links between housing, health and social care.
* Promote Care & Repair services through all media, strategic, political and voluntary networks; Inform, advise and support Care & Repair agencies to deliver services that address individual older people’s housing needs;
* Advise agencies on matters relating to the current political, economical and demographic changes that have an impact on the lives of older people;
* Safeguard the values, standards, service quality and brand of the Care & Repair movement and develop good practice guidance and sound information;
* Protect substantial public monies invested in the movement by developing robust systems that monitor and evaluate the quality of services and outcomes delivered;
* Provide a trusted and experienced platform for debate, innovation and information on the housing needs of older people in Wales.

**Our Vision:**

To impact in Wales, where all older people can live independently in warm, safe and accessible homes.

**Our Mission:**

We provide leadership, expertise, innovation, advocacy, resources and evidence to support investment that ensures all older people in Wales can live independently in warm, safe, accessible homes.

# JOB DESCRIPTION

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| Role Profile |

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| **Job Title** | Income Maximisation Caseworker |
| **Hours** | Full - Time (37 hours per week) |
| **Reporting to** | Senior Caseworker |
| **Special Requirements**  | A full current driving licence, use of a car for business use.This post will require an enhanced disclosure from the criminal records bureau level of disclosure.Some working outside normal office hours might be required. |
| **Job Purpose*** To provide comprehensive information, advice and support on welfare benefits and other welfare services provided by voluntary and statutory bodies to clients and their families across the City & County of Swansea and Neath Port Talbot.
* To support the aims and principles of Care & Repair, ensuring that all clients are offered a high quality and confidential service, appropriate to their needs.
 |
| **Key Accountabilities** |
| * To visit clients at home, listen to their welfare benefit needs and generally act as advocate for the client.
* To deliver allocated Income Maximisation casework services for clients from initial contact or referral through to completion of work.
* To demonstrate a caring and understanding approach to clients’ needs and aspirations, communicating sensitively and effectively with clients both verbally and in writing.
* To provide advice and information to clients and their families on the services available to support them.
* To liaise with the Department of Work and Pensions, the Local Authority and other statutory bodies to establish benefit entitlement for clients.
* To assist clients and their families with the completion of forms and/or documentation in application for services or welfare benefits.
* To process grant applications for clients, taking advice from the Senior Caseworker.
* To undertake home visits within the City & County of Swansea and Neath Port Talbot as appropriate.
* To maintain clear, accurate and up-to-date case records.
* To provide relevant statistical information on a monthly, quarterly and annual basis.
* To conduct other activities including talks and attending events to raise awareness of Care & Repair Western Bay and the needs of clients.
* To provide reports to aid the effective monitoring of the service.
* To maintain up to date knowledge of all legislation and law relating to social security and other related rights and statutory practice. This includes attending appropriate welfare rights training courses.
* To participate as a member of the staff team.
* To ensure confidentiality is maintained at all times.
* To contribute towards the effective running of the Service, following procedures and maintaining accurate manual and computer records on allocated cases and other enquiries, ensuring information is up to date and complete.
* To respect client confidentiality, disclosing information only in line with procedures.
* To be aware of Service targets in relation to performance and to strive to meet those targets, in co-operation with the Line Manager and other colleagues.
* To abide by organisational policy and procedures, working in close co-operation with colleagues, including participating fully in the day to day running of the office.
* To actively promote the service wherever required and to assist in the promotion at exhibitions and other publicity events, presentations and meetings.
* Maintain online database records.
* To keep up to date with relevant current practices, developments, regulations and legislation, including that of Health and Safety, necessary for the effective performance of the duties of the post, including attending appropriate training as requested by the Line Manager.
* To carry out all reasonable duties that may be necessary or appropriate for the delivery and development of the Care & Repair Group and to undertake any other reasonable duties commensurate with the grade of the post.
* To assist and participate in various working groups as required.
* Close partnership working with Organisation Managers and other staff and outside agencies.
* The post holder is required to interchange duties and responsibilities with other like posts within the Organisation.
* To attend meetings and workshops outside working hours as required.
* To be an active member of the Organisation staff team.
* To undertake any other reasonable task as requested by the relevant Manager.
 |
| **Organisational*** Participate in relevant training and opportunities to increase and develop knowledge.
* Promote public awareness of the work of the Care & Repair Group.
* Ensure that all work is conducted to the highest professional standards and complies with Care & Repair Group Policies and Procedures.
* Prepare for and participate in supervision, appraisals and team reviews.
* To undertake all duties in accordance with organisational strategy, legislation and best practice in relation to Equality and Diversity.
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| **Safeguarding** * Ensure that any safeguarding matters are dealt with in accordance with the Care & Repair Groups Safeguarding Policies and Procedures.
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| **Diversity and Equality*** To proactively ensure Care & Repair Group activities are carried out in accordance with organisational strategy, legislation and best practice in terms of Diversity and Equality.
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| **General Health and Safety*** To work effectively with other staff to ensure compliance with all policies and procedures and the delivery of objectives.
* To ensure health and safety standards are maintained and complete regular risk assessments in relation to premises and equipment as well as working practices.
* Ensure all accidents and near misses are recorded.
* To work at all times in a safe and efficient manner and be aware of the Lone Working Policy / Health and Safety Policy and Procedures.
 |
| **General List of Duties*** Adopt a flexible approach to fulfilling the job description and person specification which may involve weekend and evening work.
* To be familiar with and work in accordance with all Care & Repair Group policies and procedures and legal and regulatory requirements.
* To continue to develop knowledge and practice by actively participating in learning opportunities through team meetings, regular supervision, appraisals and appropriate training in line with organisational policy and procedure.
* To maintain clear and up to date records, preparing reports and correspondence as appropriate in accordance with Care & Repair policies and procedures as required for the local and/or contractual requirements in respect of service user confidentiality and ensuring compliance with the Data Protection Act 2018.
* To operate and comply with the provisions of the General Data Protection Regulations 2018.
* Ensure the maintenance of accurate recording systems utilising the Care & Repair Group IT systems and ensuring that database monitoring requirements are met.
* Remain up-to-date and compliant with all organisational procedures policies and professional codes of conduct and uphold standards of best practice.
* Work within Care & Repair Group Codes of Practice.
* To undertake any other reasonable task as requested by the Chief Officer.
* Maintain confidentiality in relation to clients, employees, volunteers and projects.
* Any other duties as required by your Line Manager or members of the Senior Management Team.
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| **Key Measures of Performance:** * To achieve a minimum of 164 Income Maximisation visits per year (pro rata for part time staff).
* To achieve a minimum 80% success rate for welfare benefit applications.
* To achieve income maximisation for clients to a value of £500,000 annually.
* To visit clients within a national baseline of 15 working days.
* To ensure ‘Red’ flagged cases on CARIS are managed regularly and efficiently.
* To ensure that processes for all service areas are adhered to.
* Ensuring all information is recorded timely on our internal database to allow reporting.
* To attend team meetings – usually every 6 weeks.
* To attend 4 Support & Supervision meetings per year.
* To attend 1 appraisal meeting per year.
* To attend national forum meetings as requested.
* To attend national & local training as requested.
* To remove computerised and paper files annually in line with the agency Data Retention policy.
* To ensure the Advice Quality Standards manual is adhered to.
* To ensure Trusted Charity Standards are adhered to.
* To endeavour to resolve clients concerns informally and swiftly.
* To ensure any delays relating to external referrer performance that will impact on client services is fed back to the Senior Caseworker.
* To attend events and networking at the request of the Senior Caseworker or partners (these will be allocated based on area and caseload activity).
* Maintaining accurate records of all client interactions, adhering to professionalism, commercial confidentiality and GDPR.
* To ensure that Agency Agreements, Contracts and any other relevant authorisation forms are signed before agency intervention.
* To ensure that finances are in place prior to progressing works on behalf of the client.

*This job description is indicative of the range of current duties and responsibilities of the post, it is not comprehensive. It is inevitable that the duties will change as the role develops, and it is essential, therefore, that it should be regarded with a degree of flexibility, so that changing needs and circumstances can be met, all changes will be discussed fully.* *It is the nature of the work that tasks and responsibilities are in many circumstances unpredictable and varied. All employees are therefore expected to work in a flexible way and tasks which are not specifically covered in their job description may have to be undertaken.* |
| **Person Specification** |
| **ESSENTIAL*** A minimum of two year’s previous experience working in a busy office environment.
* Knowledge of UK’s welfare benefit, particularly benefits available to older people.
* Experience of income maximisation.
* Knowledge of statutory and voluntary agencies providing services for older people.
* Able to communicate effectively both verbally and in writing, adapting style to suit the audience.
* Ability to work within a small dedicated team that is sometimes under pressure.
* A flexible approach to work and ability to act on own initiative.
* A commitment to customer care and providing a high-quality service.
* Good organisational skills.
* Ability to exercise professional judgement when providing advice to clients and colleagues.
* Ability to work independently and proactively, with the ability to consult wherever necessary.
* Ability to work as part of a team.
* Able to plan, prioritise and manage own workload effectively; work under pressure and deliver results to tight deadlines; flexible and adaptable to meet changing needs and priorities, and ‘muck in’ when needed.
* Good IT skills including internet and software packages, proficient in the use of Word and Excel (or equivalent), including ability to undertake own correspondence and write reports.
* Good interpersonal and verbal communication skills, able to communicate effectively with a wide range of people, including professionals, builders and older and vulnerable people and their representatives.
* Strong commitment to partnership working with a range of other professionals and agencies with the ability to make formal presentations and to represent the Organisation when required.
* Own transport and clean driving license.
* Time management skills.
* Professionalism.
* Understanding of the needs of older people and disabled people.
* Awareness of equal opportunities and ability to work in a non-discriminatory way.
* Understanding of confidentiality.
* Ability to represent the organisation professionally.
* Commitment to Care & Repair Group’s mission, vision and values.
* Openness, honesty, integrity and credibility.
* The post holder will be required to meet the requirements for a satisfactory safeguarding check.
* Willingness to work flexible hours.

**DESIRABLE*** Ability to speak Welsh.
* Working knowledge of welfare benefits and housing rights.
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| **CARE & REPAIR** **APPLICATION FOR EMPLOYMENT** |  |
| Thank you for applying to Care & Repair Group for employment.Please read this application form carefully and complete **ALL** sections.We wish you every success with your application. |
| Please complete in **BLOCK CAPITALS** with black ink. |
| **POSITION APPLIED FOR** |
|  |
| Job Title: |  | Applicant Reference Number (office use): |  |
|  |
| How did you hear of this vacancy? (Include date): | ­­­­ |
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|  |  |
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| **PERSONAL DETAILS** |
|  |
| Full Name: Mr/Mrs/Miss/Ms | ­ |
|  |
| Address: | Home No: |  |
|  |  |  |
|  | Mobile No: |  |
|  |  |  |
|  | Business No: |  |
|  |  |  |
|  | Email: |  |
|  |  |  |
| Postcode:  | N.I. Number: |  |
|  |
| Can we contact you at work? | Yes |[ ]  No |[ ]
|  |
| Do you need a permit to take up employment in the UK? | Yes |[ ]  No |[ ]
| Are there any restrictions on your right to work in the UK? If **yes**, please state restrictions and the expiry date of any permissions  | Yes |[ ]  No |[ ]
| **Do you have a current full driving licence?** | Yes  |[ ]  No |[ ]
| **Please give details of any endorsements:** |
|  |
| Are you willing to work overtime and weekends when required? | Yes |[ ]  No |[ ]
| Please indicate your level of competency in the following languages: |
| English | Speaking: | Writing: |
| Welsh | Speaking: | Writing: |
| Other | Speaking: | Writing: |

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| **REHABILITATION OF OFFENDERS ACT 1974** |
| **The Exception Order 1995 requires disclosure of ‘spent’ convictions if you are applying to work within Finance, Care or with Young People under the age of 18.** **If you inadvertently disclose a conviction, which is regarded as “spent”, it will be ignored.** |
| **Have you ever been convicted of a criminal offence?** | **Yes**  | **No**  |
| If yes, please give details on a separate sheet, with your name at the top. Please put the information into an envelope marked Private and Confidential Disclosure and with your name on the outside of the envelope. The information will only be considered if an offer of employment is made. Otherwise the information will be destroyed.  |
| **ASYLUM AND IMMIGRATION ACT 1996** |
| Under the terms of the Asylum and Immigration Act 1996 the Agency can only employ people who are entitled to work in the UK. In observing this Act the Agency will need to see a document which confirms this entitlement before employment starts. It would also be helpful if you confirm entitlement at this stage.Shortlisted Candidates will be required to bring evidence of their eligibility to work in the UK to interview.  |
| **DISCLOSURE AND BARRING SERVICE (DBS)** |
| **Please confirm that you agree to the undergoing an Enhanced Disclosure & Barring Service check under the Police Act 1997 (Criminal Records) (Amendment) Regulations 2013.** |
| **I can confirm that I agree to undergo a DBS check if I am offered employment.**  | **Yes** | **No**  |
| **I can confirm that I understand that if I fail to disclose a conviction, caution or bind over or other relevant information an offer of employment may be withdrawn or could result in my being summarily dismissed if a discrepancy comes to light after my appointment.**  | **Yes** | **No**  |

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| **DISABILITIES** |
| Do you require any special arrangements to be made for your [interview/ assessment test] on account of a disability? If yes, please give brief details of the effects of your disability on your day-to-day activities, and any other information that you feel would help us to accommodate your needs during your [interview/assessment test] and thus meet our obligations under the Equality Act 2010: |
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| **PERSONAL STATEMENT** |
| Please tell us about you and why you are interested in the role? |
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| **EDUCATION AND QUALIFICATIONS***Please give details of examinations attempted and results (including any examinations failed)**Put the most recent first.* |
| **Name and address of Institution** | **Dates** | **Subject/Course studied** | **Result/Grade** |
| **From** | **To** |
|  |  |  |  |  |
| **EMPLOYMENT HISTORY***Please detail your previous employment beginning with your present or last employer and work backwards.* |
| **Name and address of Employer** | **Dates** | **Position held & outline of main duties** | **Salary** | **Reason for leaving** |
| **From** | **To** |
|  |  |  |  |  |  |
| **EXPERIENCE, SKILLS AND RELEVANT TRAINING**Please detail any additional training relevant to the post. |
| Subject/Course | Year | Name of Training Provider | Level |
|  |  |  |  |
| **MEMBERSHIP OF PROFESSIONAL INSTITUTES** |
| Name of Institute | Current Status | Date Awarded |
|  |  |  |
| **GENERAL INFORMATION** |
| Do you have any voluntary work, public service commitments or any relevant experience, which you wish to draw to our attention? |
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| Do you have any private business commitments? If so, please provide a brief description.  |
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| **Do you own a car?** | Yes  | No  |
| **Please describe your IT experiences and competencies; explain which programmes you are familiar with.**  |
|  |
| **Are you known or related to any Board member, employee or a contractor that works for Care & Repair?** | **Yes**  | **No**  |
| **If yes, please give details:** |
|  |
| **References**Please provide details of your present or most recent employer. Please state if you do not wish your current employer to be approached prior to the post being offered.  |
| 1. | 2. |
|

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| May references be taken up before interview? Yes No  |
| **NOTICE** |
| How many weeks’ notice is required by present employer? |

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| **DECLARATION OF APPLICANT**I confirm that the above information is correct.I understand that any false information or deliberate omissions will disqualify me from employment or may render me liable for dismissal.I consent to the Organisation using and keeping information I have provided on this application or elsewhere as part of the recruitment process and/or personal information supplied by third parties, such as referees, relating to my application or future employment. I understand that the information provided will be used to make a decision regarding my suitability for employment and, if successful, the information will be used to form my personnel record and will be retained for the duration of my employment and as long as is deemed necessary thereafter. If I am not successful, I understand that the Organisation will retain the form for as long as is deemed necessary for the purpose of recruitment and that the Organisation may use it to contact me in the event of there being any other vacancies for which I may be suitable.**Declaration – I declare that the information given in this application is to the best of my knowledge complete and correct.** |
| Signed: |  | Date: |  |
| **Note**: Please return this form (preferably by email) to: admin@candrwb.co.ukOr by post to:- Business & Finance Officer, Care & Repair Western Bay, Llys Tawe Complex, Players Industrial Estate, Clydach, Swansea, SA6 5BQNote: Data collected on this form will be processed in line with the Organisation’s Data Protection Policy and retained in line with the Organisation’s Retention and Disposal Policy, in line with the GDPR. |
|  |
| **FOR OFFICE USE ONLY – INTERVIEW RECORD** |
|  |
| Interviewed by: |  | Date |  |
|  |
| Interviewer’s report and reasons for decision as indicated below: |
|  |
| Decision: (tick as applicable) | Reject [ ]  | Further Interview [ ]  | Accept [ ]  |
|  |
| Rejection letter sent: |  |
| **APPOINTMENT RECORD**(To be completed where there has been an offer of employment) |
|  |
| CONDITIONAL OFFER LETTER: | REQUESTS FOR REFERENCES: |
| Date Sent: |  | Date Sent: |  |
| Response: |  | Response: |  |
| Acceptance / Refusal / No Reply | Good /Satisfactory /No Reply/Suspect/Unsuitable |

# JOB APPLICANT PRIVACY NOTICE

**Data controller: Care and Repair Western Bay** (‘the Employer’)

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

**What information does the Employer collect?**

The Employer 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 Employer needs to make reasonable adjustments during the recruitment process; and
* information about your entitlement to work in the UK.
* equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health, and religion or belief.]

The Employer may collect 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 and information from criminal records checks. The organisation will seek information from third parties only once a job offer to you has been made and will inform you that it is doing so.

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 Employer process personal data?**

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

In some cases, the Employer needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

The Employer 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 Employer to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The Employer 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.

The Employer may process special categories of data, such as information about ethnic origin, sexual orientation or religion or belief, to monitor recruitment statistics. It may also collect information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability. The Employer processes such information to carry out its obligations and exercise specific rights in relation to employment.

For all roles, the Employer is obliged to seek information about criminal convictions and offences. Where the Employer 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.

**Who has access to data?**

Your information may 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 Board Members.

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

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

**How does the Employer protect data?**

The Employer 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.

**For how long does the Employer keep data?**

If your application for employment is unsuccessful, the Employer will not hold your data on file 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 Employer to change incorrect or incomplete data;
* require the Employer to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing; and
* object to the processing of your data where the Employer is relying on its legitimate interests as the legal ground for processing.
* 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 contact Emma Tweed, 01792 798599, emma@candrwb.co.uk

If you believe that the Employer has not complied with your data protection rights, you can complain to the Information Commissioner. You can do this by contacting the Information Commissioner’s Office directly. Full contact details including a helpline number can be found on the Information Commissioner’s Office website (www.ico.org.uk). This website has further information on your rights and our obligations.

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

You are under no statutory or contractual obligation to provide data to the Employer during the recruitment process. However, if you do not provide the information, the Employer 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.

**Declaration:**

* I confirm that I have read and understood the information contained in the Candidate Privacy Notice.
* I confirm that I consent to the use of my personal information as outlined in the Candidate Privacy Notice.

Name (capitals): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_