



Privacy Statement

1. You may submit information, including personal data and sensitive personal data to us via the on-line application forms and email addresses as an application ("application data"). Sensitive personal data is information as to your racial or ethnic origin, political opinions, religious, philosophical or similar beliefs, trade union membership, physical or mental health, sexual life, commission of criminal offences and/or involvement in criminal proceedings.
2. In acknowledging an application we are not verifying the content, accepting the application or making any offer of employment or engagement. We are not obliged to accept any applications.
3. By storing and submitting your information you are agreeing to your application data being processed for the purposes of:
 - communication regarding recruitment with prospective employers and you
 - consideration of your applications and your recruitment by prospective employers
 - the provision of the services of WebSAF (WebSAF functionality allows candidates to upload commonly asked personal details into an online application form. This information is only uploaded to an employer's online form at the candidate's request. The candidate then has the opportunity to edit any of this information and must then decide to submit it to that employer). We may monitor your use of this website and record your email address for our internal purposes. This may be done via "cookies". Our website uses cookies to distinguish you from other users of the website or as part of the security of this site. A cookie is a small file of letters and numbers that we put on your computer. Any cookie we set will only contain random but unique information which is set to expire when you close the browser. The cookie does not contain any personal or sensitive information. The cookie information can only be used by the browser when it sends requests for new web pages to our servers - the browser will not allow the cookie to be used for any other purpose. The cookie information will always be protected by strong encryption whenever the content is sent to us. The use of these cookies are essential for the correct and secure operation of our website.
 - **Cookies which we may set include:**
 - **request_token:** This may be set for users visiting *.wcn.co.uk domain.
 - This cookie helps us ensure your privacy by protecting against 'bad' people trying to submit information on your behalf without you knowing.
 - **wcn_status:** This may be set for users visiting *.wcn.co.uk domain.
 - If you log in then this cookie allows us to remember that you have provided login detail and can associate all further input with your login account. If you do not log in then the 'session' cookie allows us to link together any information you enter on different pages while on our site so that, if you do log in later, then we can record that information against your user account.
 - **wcn_session:** This may be set for users visiting *.tal.net domain.
 - If you log in then this cookie allows us to remember that you have provided login detail and can associate all further input with your login account. If you do not log in then the 'session' cookie allows us to link together any information you enter on different pages while on our site so that, if you do log in later, then we can record that information against your user account.
4. We are an equal opportunity employer (in accordance with applicable legislation) and do not discriminate on the grounds of gender, ethnic origin, age, religion, sexual orientation, non disqualifying physical or mental disability or any other basis covered by local legislation. All employment related decisions are made entirely on merit.

Data Protection and Confidentiality

1. We acknowledge that your contact details and application data (as defined above) ("your information") may be confidential. We will maintain the confidentiality of and protect your information in accordance with our normal procedures and all applicable laws.
2. We will only use your application data and contact details solely for the purposes of recruitment or marketing or provision of WebSAF services, respectively, as more fully described above. We may use information obtained about you from monitoring your use of this website, but solely for internal purposes including site performance, evaluation site use and creating of marketing reports to aid future marketing of information about us and our products. Personal data collected by monitoring will be aggregated. No personal or sensitive personal data will be used other than for the purpose for which it was originally obtained, nor will it be made available to a third party. All data will be processed in the UK.
3. You acknowledge and agree that we may from time to time transfer any of your contact details and/or application data overseas to any of our offices or of any of our affiliates, agents or appointed representatives. Some of our offices and those of our affiliates, agents or representatives are located in countries outside the European Economic Area which do not have well developed data protection legislation when compared to European law. While we will ensure your information is processed in accordance with this legal notice and privacy statement you may not have rights under data protection legislation in those jurisdictions equivalent to those under European law. Please do not send us any personal data if you do not want that information to be processed by us in the ways described by this notice.
4. You have the right to access your personal data whether submitted as an application or otherwise by sending us a written request. There is a charge of £10 for administering such a request. If you believe that the personal data we hold is incorrect then please notify us. If data is found to be incorrect then we will take appropriate steps to resolve the situation.