

Tech Talent Champions - Employer and Partner Privacy Notice

This notice is for individuals at organisations who engage with us as an employer, potential employer, or delivery partner in connection with Tech Talent Champions. For example, contacts who list vacancies or opportunities with us, take part in matching activity, or receive outcome reporting from us. It explains what data we collect about you, why, who we share it with, and what your rights are.

This notice does not cover the personal data of the individuals taking part in the programme (participants/candidates). That is covered by our Programme participant privacy notice, available on request.

Who we are

We are TechNative Digital Ltd (UK registration number 14306044), a UK-based independent training provider. We are the data controller for the personal data described in this notice, except where stated otherwise below.

This programme is delivered jointly with Sussex Innovation (“our partner”), who act as data processors for delivery of the programme.

What data we collect about you

- Your name, job title, organisation, business email and phone number.
- Details of vacancies or opportunities you list or discuss with us, including role requirements and any candidate criteria.
- Records of communications between you, us, and Sussex Innovation relating to the programme (emails, meeting notes, calls).
- Any feedback you give us about candidates put forward, or about the programme itself.
- Outcome confirmation, where an employment connection or placement is made, a record that this has occurred. This may include confirming a participant's name, start date and role, where this is necessary to verify the outcome with you.

Why we use it

To deliver the programme – matching participants with opportunities, coordinating with you and Sussex Innovation, and communicating with you about vacancies and candidates.

Lawful basis: performance of a contract where we have a formal agreement with your organisation, or otherwise our legitimate interest in operating the programme you have chosen to take part in.

To confirm and report outcomes – verifying that an employment connection has been made and reporting that outcome to our funder(s). We report the fact of an outcome and any agreed aggregate metrics; we do not share your personal data with the funder beyond what's needed to verify the outcome.

Lawful basis: legitimate interest and the performance of a contract.

To administer the relationship – record keeping, invoicing where applicable, and compliance with our own obligations.

Lawful basis: legitimate interest, or legal obligation where relevant.

To follow up after the programme – telling you about future opportunities to work with us or take part again.

Lawful basis: legitimate interest, with an opt-out on every message.

Who we share it with

- Internal: our programme team and our Data Protection Lead.
- Sussex Innovation – our delivery partner for this programme. We share the vacancy or opportunity details, your business contact details, and any feedback you provide with them so the programme can be delivered jointly.
- The programme funder – outcome data only: confirmation that an employment connection has been made, and any aggregate reporting metrics we have agreed to provide. We will tell you if we ever need to share more than this to verify an outcome.
- Service providers acting on our behalf under data processing agreements – for example, our programme management platform.

How long we keep it

- Employer and partner contact records – Programme + 3 years, or longer if needed to evidence outcomes within the funder's own retention period.
- Vacancy and opportunity details – deleted once the vacancy has closed and any related outcome has been confirmed, or after 12 months, whichever is sooner.
- Outcome confirmation records – Programme + 6 years, or the funder retention period (commonly 7 years for public funding) if longer.

Our use of AI tools

We may use AI tools to help us summarise vacancy details or correspondence and to support our own record keeping. We do not use AI to make decisions about which vacancies or opportunities we work with, or to score, rank or recommend one employer or partner over another. Where AI has materially helped shape a communication or decision that affects you, you can ask for a human-only review by writing to our Data Protection Lead.

Your rights

Under UK GDPR, you have the following rights in relation to your personal data. Most are not absolute – they apply subject to specific conditions in the law. We will explain in any individual case if a right cannot be acted on, and why.

- To be informed about how we use your data.
- To have a copy of the personal data we hold about you (a Subject Access Request).

- To have inaccurate or incomplete data corrected (rectification).
- To have data deleted in certain circumstances (the 'right to be forgotten'. Note that this does not apply where we have legal obligations to retain data).
- To restrict our processing while a question is being resolved.
- To object to processing, including an absolute right to object to direct marketing.
- To receive data in a portable format, in some circumstances.
- Not to be subject to a decision made about you based solely on automated processing if it has a legal or similarly significant effect on you. We do not currently make such decisions.
- Where we have used AI tools to materially inform a decision affecting you, to ask for a human-only review.
- To withdraw your consent at any time, where consent is the basis we rely on.
- To complain to the Information Commissioner's Office (ICO), the UK regulator for data protection – see contact details below.

How to exercise your rights

Write to our Data Protection Lead at the address in 'How to contact us'. We will acknowledge your request within three working days and respond within one calendar month, subject to the right we are responding to.

How to contact us

TechNative Digital

Cca, Sussex Innovation Centre, Science Park Square, Brighton, East Sussex, England, BN1 9SB

Data Protection Lead: Dan Wallman

Email: hello@technativedigital.com

ICO registration number: ZB642777

How to complain

If you are not satisfied with how we have handled your data or responded to your request, you have the right to complain to the Information Commissioner's Office:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Helpline: 0303 123 1113

Website: ico.org.uk

We would like the chance to put things right ourselves first – please tell us if something is wrong before going to the ICO. We will take your concerns seriously.