

Tech Talent Champions – Employee and Participant Privacy Notice

This notice is for individuals taking part in Tech Talent Champions, a programme that connects you with employers and job opportunities matched to your profile. It covers our role, the role of our delivery partner, and what happens to your data when it is shared with prospective employers. It explains what we collect, why, who we share it with, and what your rights are.

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.

Once your profile is shared with a specific employer as a potential match, that employer becomes an independent data controller for the data they receive, and will handle it under their own privacy notice – see ‘Who we share it with’ below for what this means in practice.

What data we collect about you

- Your name, contact details, and background information you give us on application.
- Your CV, skills, qualifications, work history and preferences, and any assessment or profiling information gathered during the programme (e.g. skills assessments, mentor notes, interview or screening notes) that is used to match you with opportunities.
- Programme participation records – onboarding details, attendance, session notes, and progress or outcome information.
- Equality monitoring data (e.g. gender, ethnicity, disability, age band) – only if you choose to give it, with your explicit consent. This is used for reporting in aggregate only, is kept separate from your profile, and is never shared with employers or included in any profile put forward for matching.
- A record of which employers your profile has been shared with, and the outcome (e.g. interview, offer, placement).

Why we use it

To assess and prepare your profile – reviewing your CV, skills and preferences, and building the profile we use to identify suitable opportunities.

Lawful basis: performance of the participation agreement (contract).

To match you with employers and job opportunities – assessing which vacancies suit your profile, and sharing your profile with the relevant employer. We make this decision ourselves; it is not automated. You can ask us not to put you forward for a specific employer or opportunity at any time – see ‘Your choices about matching’ below.

Lawful basis: performance of the participation agreement (contract).

To share outcome information with Sussex Innovation – telling our partner an employment connection or placement has been achieved, so that they can report this, as evidence, to the programme funder. We share the fact of an outcome, not your full profile or application details.

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

To follow up after the programme – alumni communications, future opportunities.

Lawful basis: legitimate interest, with an opt-out on every message; we ask for fresh consent for marketing communications.

Your choices about matching

Being on the programme does not mean your profile is automatically sent to every employer we work with. A member of our team decides, case by case, which employers to share your profile with – no automated tool makes this decision. You can ask, at any time, which employers your profile has been or may be shared with, and you can ask us not to share your profile with a specific employer or type of opportunity. If this process changes in future, we will tell you and update this notice before that happens.

Who we share it with

- Employers: once a specific match is identified, we share the relevant parts of your profile (typically your CV, skills and experience) with that employer so they can consider you for the opportunity. We do not share your equality monitoring data, or mentor/assessment notes not relevant to the role, with employers. Once an employer receives your data for their own recruitment purposes, they are an independent controller for it. They will tell you what happens to it next, and this notice no longer applies to their handling of it.
- Our delivery partner (Sussex Innovation): we tell them when an employment connection or placement has been made, so they can report this outcome to the programme funder. We do not share your full profile or application details with them beyond what is needed to confirm an outcome, unless you applied to the programme through them directly.
- Internal: our programme team and our Data Protection Lead.
- Service providers acting on our behalf under data processing agreements: for example, our application, mentoring or matching platforms.

How long we keep it

- Participant profiles (CV, skills, assessment data): Programme + 6 years, or the funder retention period (commonly 7 years for public funding) if longer, or until you ask us to delete it, whichever comes first, subject to any legal retention obligations.
- Records of which employers your profile was shared with, and outcomes: Programme + 6 years.
- Equality monitoring data: stored separately; retained per the funder retention period.

- Unsuccessful matches (where an employer did not take your application further): deleted from active matching after 12 months unless you ask to remain under consideration.

Our use of AI tools

We may use AI tools to help us summarise profiles or support the matching process. A person reviews any AI-suggested match before your profile is shared with a specific employer – AI does not decide, without human review, which employers see your data. Equality monitoring data is never input into any AI tool. If you have been told that AI has materially informed a decision about a match or outcome affecting 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 and 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 – that is what this notice is for.
- 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, and the right to object to your profile being shared with a specific employer, as set out in 'Your choices about matching' above.
- 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 – see 'Your choices about matching' above.
- 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.