

## BACKGROUND INFORMATION TRAINEE FINANCIAL INCLUSION ASSISTANT

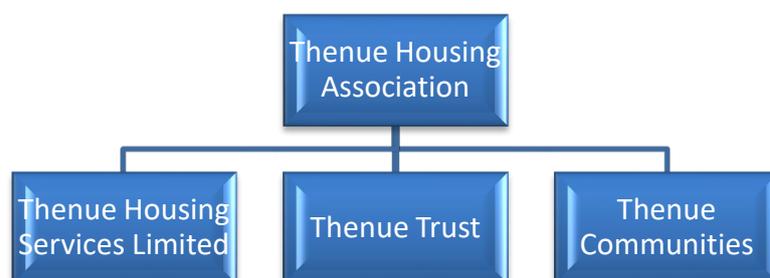
### Our Story

Thenue Housing Association Ltd is a Registered Social Landlord (RSL) and was formed in 1979. We have a stock base of 3,000 properties; we own 21 supported housing properties, have around 45 sharing owners and offer a factoring service to over 800 owner occupiers. Our housing stock is a mixture of new build houses and flats built between the late 1970s and the present day, Victorian sandstone tenements including a few listed buildings and 1930s 'interwar' flats. They are spread across several locations in Glasgow including Bridgeton, Calton, Cranhill, Castlemilk, Dalmarnock, Scotstoun, Baillieston and Blackhill.

All our staff are based in the registered office at 423 London Road. We have two Community Centres (Calton Heritage & Learning Centre and Netherholm Community Hall), which are managed through our subsidiary Thenue Communities. We employ over 75 members of staff and have Group turnover of over £20.3 million.

Thenue Housing operates a group structure:

- **Thenue Housing Association Limited:** owns the housing, is the parent body with charitable status. Regulated by the Scottish Housing Regulator.
- **Thenue Housing Services Limited:** a wholly owned subsidiary company through which non-charitable consultancy work other housing related activities are channelled.
- **Thenue Trust:** aims to attract charitable resources for the communities where we work.
- **Thenue Communities:** a charitable subsidiary company that manages our local community centres providing facilities for learning, training, play or social events.



## BACKGROUND TO TRAINEE FINANCIAL INCLUSION ASSISTANT

### INCOME MAXIMISATION TEAM, COMMUNITY HOUSING SERVICES DEPARTMENT

- 2.1 The post has responsibility for supporting the effective delivery of the Financial Inclusion Service which is responsive to the needs of the Association's and customers and wider community. You will be responsible to the Income Maximisation Manager.
- 2.2 The post is part of the Financial Inclusion and Income Maximisation Team, which consists of two Financial Inclusion Officers, 5 Income Maximisation Officers, 2 Income Maximisation Assistants, and a Senior Income Maximisation Officer. The role of Trainee Financial Inclusion Assistant is a new role being added to the team via external funding from Advice UK.
- 2.3 We are looking for someone who is enthusiastic, organised, and enjoys helping others. You don't need previous experience in financial inclusion or welfare benefits. What matters is a willingness to learn, good communication skills, and the ability to work as part of a supportive team. Basic IT skills are required, including the ability to use Outlook, Word, and other common software. This is an ideal opportunity for anyone looking to start a career in social housing or financial inclusion.
- 2.4 A current driving licence also desirable but not essential.

### SALARY AND CONDITIONS

Thenu Housing Association Ltd offers an attractive employee benefits package in accordance with EVH terms and conditions including:

#### Salary

The pay band range for the Trainee Financial Inclusion Assistant is EVH Grade 5, PA13 – PA16 (£31,792 - £35,332) per annum.

#### Duration

The Trainee Financial Inclusion Assistant post is being offered as a fixed term contract until March 2029, for 35 hours per week. An initial 6 months' probation period will be applied to the post.

#### Checks

A Disclosure Scotland is required for this post. A full, current driving licence is desirable but not essential therefore a DVLA check may be required.

#### Holidays

Annual leave entitlement is 25 days plus 15 public holidays per annum, in line with our EVH Statement of Terms and Conditions of Employment. There are an additional 4 days leave through our Hybrid and Flexible First Policy.

### **Pensions Scheme**

Thenue provides a Defined Contribution Pension Scheme through the Scottish Housing Association Pension Scheme (SHAPS). Life cover is paid by the association in addition to the main pension contribution. Automatic enrolment into the pension scheme we provide is necessary, however, you may opt out if you wish. If you do, we are required to enrol you again every three years. Additional voluntary contributions can be made and a salary sacrifice/exchange scheme operates.

### **Westfield Healthcare**

Thenue has recently introduced provision of healthcare, however you may opt out if you wish.

### **Payment of Professional Fees**

The Association will re-imburse one set of annual fees paid by employees for membership of professional institutions when such membership is directly relevant to the work of Thenue.

### **Prescribed Spectacles**

Thenue will contribute £120.88 as of 01 April 2026 towards the cost of prescribed spectacles.

### **Cycle to Work**

Thenue participates in the Government's 'cycle to work' scheme to promote healthier journeys and to reduce environmental pollution.

## **THE RECRUITMENT PROCESS**

Thank you for taking an interest in Thenue Housing. We hope that a combination of this introduction and the various attachments should help you to learn more about us, the post open for recruitment and encourage you to take the next step!

The information that you supply in your application form will enable the interview panel to decide whether to invite you to an interview. Whilst all sections may not be relevant to you personally, you should complete the form as fully and as accurately as possible to enable your application to be given full consideration. CVs will not be considered.

The enclosed person specification lists the minimum essential and desirable requirements for the post. When shortlisting for interview, the interview panel will not make any assumptions about the nature of your experience, skills and knowledge. It is therefore important that you provide detail of your skills and abilities within the application form.

You should consider the relevance of the information supplied in your application form, with that contained in the person specification and job description. Stating that you meet the criteria in the person specification alone does not demonstrate this to the interview panel. You should provide examples and evidence demonstrating your skills and experience.

If you are shortlisted for interview, the interview panel will wish to discuss the areas covered in the Person Specification in more detail. The questioning at interview will be designed to assess further how you meet the criteria in the person specification as well as your commitment to the values of Thenue.

When submitting your completed application form, please email to [recruitment@thenuehousing.co.uk](mailto:recruitment@thenuehousing.co.uk). Please include the job title in your subject line.

Identification, work eligibility, proof of qualifications, Disclosure Scotland and references will be requested only if you are offered the position. The offer will be subject to satisfactory checks. Please do not include copies of your qualifications or references with your initial application.

An application made by a relative of either a current Board member or anyone who has been a Board member within the last twelve months, cannot be considered and no offer of employment can be made.

Please note if you are not asked to interview, we are unable to provide feedback to those candidates that have not been invited to interview.

**[Complete your Equalities Data Collection Form – click to view](#)**

Thenue Housing Association is an equal opportunities employer and is committed to diversity in employment. If you are interested in the post and wish an informal discussion with us then you may contact Pamela McLevy. Income Maximisation Manager 0141 550 9510 or [pamela.mclevy@thenuehousing.co.uk](mailto:pamela.mclevy@thenuehousing.co.uk)

Please note that the closing date for receipt of your application is at 09.00am Monday 23 March 2026. Interviews will be held on Monday 30 March 2026 in Thenue's office at 423 London Road.

**Communication from Thenue will be via email, please ensure the email address given is operational and check your Spam or Trash boxes for responses.**



## JOB DESCRIPTION

<b>JOB TITLE:</b>	Trainee Financial Inclusion Assistant
<b>TEAM:</b>	Income Maximisation Team
<b>DEPARTMENT:</b>	Community Housing Services
<b>GRADE:</b>	EVH Grade 5 (PA13 – PA16)
<b>HOURS:</b>	35 Hours Per Week (Fully Office Based)
<b>RESPONSIBLE TO:</b>	Income Maximisation Manager
<b>STAFF RESPONSIBILITY:</b>	None

### PURPOSE

The purpose of this role is to:

- Work as part of the Income Maximisation team within Thenue Housing Association to support the delivery of a high-quality financial inclusion service which meets customers' needs and aligns with the Association's objectives and business plans.
- Provide a front-line customer service role, assisting with initial enquiries relating to welfare benefits and financial inclusion, delivering a professional and responsive service to tenants and customers.
- Support Financial Inclusion Officers in the provision of welfare benefits advice and income maximisation activities, contributing to the sustainment of tenancies.
- Assist with the completion of benefit applications and related administrative processes under supervision, ensuring accurate information is gathered and recorded.
- Maintain and update case management systems, ensuring records are accurate and up to date.
- Develop knowledge and skills in welfare benefits, financial inclusion, and tenancy sustainment through training, mentoring, and practical experience.
- Support the delivery of projects, initiatives, and services designed to assist customers affected by welfare reform and wider financial or social challenges.
- Provide administrative and operational support to the Income Maximisation team as required.
- Work in accordance with the Association's policies, procedures, and values at all times.

## **JOB OUTLINE**

- To support the maximisation of tenants' income through the provision of financial inclusion assistance and signposting to appropriate services.
- To assist the Income Maximisation team in activities which contribute to maximising rental income and reducing rent arrears.
- To support improved access to financial services and help promote financial awareness among tenants and customers.
- To contribute to the achievement of Thenue Housing Association's organisational objectives in line with its core values.
- To provide efficient, professional, and customer-focused services, ensuring a positive experience for tenants and service users at all times.

### **1. RESPONSIBILITIES AND TASKS**

#### **Customer Service**

- Contribute to a culture of high-quality, responsive customer service and positive customer engagement.
- Provide initial information, assistance and signposting to tenants and customers on financial inclusion and welfare benefit enquiries, under the guidance of Financial Inclusion Officers.
- Support the delivery of advice services by assisting with customer appointments, enquiries, and follow-up actions.
- Where appropriate and under supervision, assist at community advice surgeries and outreach sessions to support customers accessing services.

#### **Welfare Benefits and Money Advice**

- Assist Financial Inclusion Officers in providing advice and support to tenants in relation to welfare benefits and income maximisation.
- Support tenants to gather information required for benefit checks and applications, including Universal Credit, Housing Benefit, discretionary funds and grant applications.
- Assist with administrative tasks associated with benefit claims and income maximisation casework, ensuring information is accurate and complete.
- Provide practical support to tenants experiencing financial difficulties by signposting services and supporting agreed action plans.
- Identify tenants who may require specialist debt or money advice and make referrals to appropriate partner agencies in line with agreed procedures.
- Develop and maintain an awareness of welfare benefits and financial inclusion services through training and on-the-job learning.
- Assist with the preparation and delivery of tenant information sessions, workshops, or promotional activities where required.
- Participate in relevant learning and development opportunities to build knowledge and skills appropriate to the trainee role.

### **Monitoring and Evaluation**

- Maintain accurate and up-to-date case records using the Association's case management systems, in accordance with procedures.
- Assist with the collection and recording of monitoring information and statistical data to support service reporting requirements.
- Support the preparation of case studies and examples demonstrating positive outcomes for tenants.
- Contribute to team performance targets and key performance indicators as directed.

### **General Responsibilities**

- Work collaboratively as an active member of the Income Maximisation team, supporting the delivery of financial inclusion services.
- Develop knowledge and understanding of welfare benefits and financial inclusion through training, mentoring and practical experience.
- Attend team meetings, training sessions, and relevant events to support professional development and understanding of the housing and financial inclusion sector.

### **Corporate Responsibilities**

- Work collaboratively with colleagues across the organisation in line with the Association's core values and objectives.
- Comply with all Association policies, procedures and relevant legislation in all activities.
- Promote the Association's values and demonstrate professional and respectful behaviours at all times.
- Comply with the Employee Code of Conduct.

## **2. PERFORMANCE MONITORING**

- Casework and performance will be monitored by the Senior Income Maximisation Officer and/or Income Maximisation Manager.
- Participate in regular one-to-one supervision meetings to review progress, performance and development needs.
- Engage in quarterly review discussions with the Income Maximisation Manager to support learning and progression within the role.

### **3. GENERAL**

- Provide support to colleagues within the Income Maximisation Team and assist with service delivery during periods of absence, as appropriate to the role.
- Assist with updating tenant information on the Association's website and social media platforms where required.
- Support the preparation of tenant communications, including newsletters and information materials.
- Undertake any other duties appropriate to the grade of the post, as required in line with the needs and objectives of the Association.

**Note:**

No job description can be entirely comprehensive, and the post holder will be expected to adapt and carry out such other duties as may be required from time to time, on the understanding that they will be within the individual's remit and capability and consistent with the status and responsibilities of the role within the organisation.

Pamela McLevy  
Income Maximisation Manager  
March 2026

**PERSON SPECIFICATION**  
**TRAINEE FINANCIAL INCLUSION ASSISTANT**



		<b>Essential</b>	<b>Desirable</b>
<b>Education</b>	Educated to a high standard in Maths and English. Minimum National 5 (or equivalent GCSE Grade 4 or above)	✓	
<b>Knowledge and Experience</b>	Experience of using MS Office	✓	
	Good record keeping skills	✓	
	Excellent Customer Services skills and experience of dealing with the public	✓	
	Experience in dealing with a range of different external agencies		✓
	Confident working on your own	✓	
	Ability to monitor and work to deadlines	✓	
	Ability to manage a diverse workload		✓
	Experience of using MS Office	✓	
	Good record keeping skills	✓	
<b>Personal Attributes</b>	Good interpersonal, communication and organisational skills	✓	
	Good oral and written communication skills	✓	
	Effective team player	✓	
<b>Other</b>	Able to work outwith office hours if required		✓
	Access to a car for business use		✓
	Valid driving licence		✓

## THENUE HOUSING ASSOCIATION LTD

### Employee Privacy Notice

Thenue Housing Association Ltd is a Scottish Charity (Scottish Charity Number SC032782), a registered society under the Co-operative and Community Benefit Societies Act 2014 (No 1933R(S)) and having our Registered Office at 423 London Road, Glasgow, G40 1AG. We take the issue of security and data protection very seriously including compliance with the UK General Data Protection Regulation (UK GDPR), the UK Data Protection Act 2018, the Data (Use and Access) Act 2024 and the Privacy and Electronic Communications Regulations, together with any domestic laws subsequently enacted.

As an employer, Thenue Housing Association Ltd is a data controller and collects and processes personal data and special category personal data relating its employees to manage the employment relationship it has with you as an employee and after you cease being an employee. We want to be transparent about how we collect and use your data and to meet our data protection obligations.

This notice explains what information we collect, when we collect it and how we use this. During the course of our activities we will process personal data (which may be held on paper, electronically, or otherwise) about you and we recognise the need to treat it in an appropriate and lawful manner. The purpose of this notice is to make you aware of how we will handle your information.

We are notified as a Data Controller with the Office of the Information Commission under registration number Z5976217 and we are the data controller of any personal data that you provide to us. Our Data Protection Co-ordinator is the People and Culture Manager, any questions relating to this notice, and our privacy practices, should be raised with them.

Our Data Protection Officer is RGDP LLP who can be contacted at [info@rgdp.co.uk](mailto:info@rgdp.co.uk).

### What personal information we collect and why is it processed?

We collect and process a range of information containing personal data about you. The table below details the personal data collected, the purpose for this and the legal basis for processing:

Personal Information	Purpose	Our legal basis
Basic personal information and contact details including: <ul style="list-style-type: none"><li>• Name</li><li>• Address</li><li>• date of birth</li><li>• telephone number</li><li>• emergency contact details</li></ul>	To maintain accurate employee records and contact details.  To be able to contact someone in the event of an emergency.	Necessary for the performance of a <b>contract</b> with you.  Necessary for compliance with a <b>legal obligation</b> .

Personal Information	Purpose	Our legal basis
	To allow contract, HR and business administration and defence against potential legal claims.	Necessary for our <b>legitimate interests.</b>
Recruitment records including: <ul style="list-style-type: none"> <li>• CVs, interview notes and assessments</li> <li>• proof of right to work in UK (such as passports and visas)</li> <li>• evidence of education and qualifications</li> <li>• References</li> <li>• Employment Contract</li> <li>• Induction records</li> </ul>	To make a decision about your suitability for the role you applied for.  To comply with legislative and regulatory requirements  To allow contract, HR and business administration and defence against potential legal claims.	Necessary for the performance of a <b>contract</b> with you.  Necessary for compliance with a <b>legal obligation.</b>  Necessary for our <b>legitimate interests.</b>
Payroll Information including: <ul style="list-style-type: none"> <li>• pay and benefits entitlements</li> <li>• bank details</li> <li>• national insurance number</li> </ul>	To pay employees and make appropriate tax payments and keep appropriate records.  To allow HR and payroll and benefit administration and defence against potential legal claims.	Necessary for the performance of a <b>contract</b> with you  Necessary for compliance with a <b>legal obligation</b>
Work schedule and Leave including: <ul style="list-style-type: none"> <li>• days of work</li> <li>• working hours</li> <li>• attendance</li> <li>• leave taken</li> <li>• leave requests</li> <li>• leave authorisation</li> </ul>	To pay employees correctly  To comply with legal requirements regarding working time  To allow resource planning  To manage statutory and non-statutory holiday and leave.	Necessary for the performance of a <b>contract</b>  Necessary for compliance with a <b>legal obligation.</b>  Necessary for our <b>legitimate interests</b>
Pension records including: <ul style="list-style-type: none"> <li>• name</li> <li>• marital status</li> <li>• address</li> </ul>	To make appropriate pension payments.	Necessary for the performance of a <b>contract</b>

Personal Information	Purpose	Our legal basis
<ul style="list-style-type: none"> <li>• DOB</li> <li>• Salary</li> <li>• Pension age</li> <li>• Beneficiaries</li> </ul>	<p>To comply with Legislative and regulatory requirements</p> <p>To allow pension administration and defence against potential legal claims.</p> <p>To allow auditing and reporting of Pension schemes</p>	<p>Necessary for compliance with a <b>legal obligation</b></p> <p>Necessary for our <b>legitimate interests</b></p>
<p>Performance records including:</p> <ul style="list-style-type: none"> <li>• appraisal documents</li> <li>• probation and performance reviews</li> <li>• performance improvement plans</li> <li>• records of capability meetings and related correspondence/ warnings</li> </ul>	<p>To maintain a record of the operation of performance improvement processes.</p> <p>To allow HR administration and defence against potential legal claims.</p>	<p>Necessary for the performance of a <b>contract</b></p> <p>Necessary for compliance with a <b>legal obligation</b></p> <p>Necessary for our <b>legitimate interests</b></p>
<p>Disciplinary and grievance records including:</p> <ul style="list-style-type: none"> <li>• records of investigations</li> <li>• witness statements</li> <li>• notes of disciplinary or grievance meetings</li> <li>• correspondence with employees</li> <li>• relevant warnings</li> </ul>	<p>To maintain a record of the operation of disciplinary and grievance procedures and their outcome.</p> <p>To allow HR administration and defence against potential legal claims.</p>	<p>Necessary for the performance of a <b>contract</b></p> <p>Necessary for compliance with a <b>legal obligation</b></p> <p>Necessary for our <b>legitimate interests</b></p>
<p>Absence records including:</p> <ul style="list-style-type: none"> <li>• details of absence taken</li> <li>• reasons for absences</li> <li>• records of absence management discussions such as Return to Work Interviews</li> <li>• correspondence with employees</li> </ul>	<p>To maintain records of the implementation of absence procedures</p> <p>To ensure that employees receive statutory and contractual sick pay or other pay entitlements and benefits</p>	<p>Necessary for the performance of a <b>contract</b></p> <p>Necessary for compliance with a <b>legal obligation</b></p> <p>Necessary for our <b>legitimate interests</b></p>

<b>Personal Information</b>	<b>Purpose</b>	<b>Our legal basis</b>
	<p>To meet health and safety obligations and comply with the requirement to make reasonable adjustments</p> <p>To allow HR administration and defence against potential legal claims.</p>	
CCTV Images	<p>To maintain security of office premises</p> <p>To provide a safe working environment for employees</p> <p>To comply with legislative and regulatory requirements</p>	<p>Necessary for compliance with a <b>legal obligation</b></p> <p>Necessary for our <b>legitimate interests</b></p>
<p>Information about Employee use of business equipment including:</p> <ul style="list-style-type: none"> <li>• access to computers</li> <li>• desk telephones</li> <li>• mobile phones</li> <li>• software and applications</li> <li>• Internet usage</li> <li>• Emails</li> <li>• Social media</li> </ul>	<p>To maintain the operation, security and integrity of business communications systems</p> <p>To provide IT and communications systems support</p> <p>To preventing excessive personal use</p>	<p>Necessary for compliance with a <b>legal obligation</b></p> <p>Necessary for our <b>legitimate interests</b></p>
Photos and Videos	To promote the business of Thenu Housing Association Ltd	Necessary for our <b>legitimate interests</b>

<b>Special category personal information</b>	<b>Purpose for processing</b>	<b>Our legal basis for processing</b>	<b>Special category legal basis</b>
Family leave including maternity, paternity, adoption and shared parental leave, parental	To maintain a record of leave	Necessary for the performance of a <b>contract</b>	Necessary for the purposes of carrying out the obligations and

<p>leave and time off for dependents (which could include information about Employee health and sexual orientation).</p>	<p>To ensure that employees receive statutory and contractual pay entitlements</p>	<p>Necessary for compliance with a <b>legal obligation</b></p> <p>Necessary for our <b>legitimate interests</b></p>	<p>exercising specific rights of the controller or of the data subject in the field of employment.</p>
<p>Occupational Health records including:</p> <ul style="list-style-type: none"> <li>• medical records</li> <li>• health monitoring information</li> <li>• referrals for treatment such as counselling</li> <li>• reports and correspondence with external practitioners or GP's.</li> </ul>	<p>To assess suitability for work</p> <p>To meet Health &amp; Safety obligations</p> <p>To comply with the requirements to provide reasonable adjustments</p>	<p>Necessary for compliance with a <b>legal obligation.</b></p> <p>Necessary for our <b>legitimate interests</b></p>	<p>Necessary for the purposes of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment.</p> <p>Necessary for the purposes of preventative medicine or occupational medicine, for the assessment of the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment or management of health care systems.</p>
<p>Criminal convictions checks</p>	<p>To assess your suitability to work with us.</p>	<p>Necessary for compliance with a <b>legal obligation.</b></p>	<p>Necessary for the purposes of carrying out the</p>

		Necessary for our <b>legitimate interests</b>	obligations and exercising specific rights of the controller or of the data subject in the field of employment.
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We will collect this information in a variety of ways including directly from you, and from third parties as outlined below:

- Recruitment Agencies
- Former employers or other referees
- Occupational Health providers
- Banks
- Department of Work and Pensions
- Trade Unions
- Disclosure Scotland
- Professional bodies
- Training bodies
- Debt agencies
- Line managers and colleagues

**Who do we share your information with?**

We may disclose to and share information about you with third parties for the purposes set out in this notice, or for purposes approved by you, including the following:

- To process your salary payments;
- To allow your pension provider to process pensions information and handle your pension;
- To allow your electronic payslips to be produced and issued to you;
- If we enter into a joint venture with or are sold to, or merged with, another business entity, your information may be disclosed to our new business partners or owners.

We may share your data to the extent that we are required to do so by law for the below purposes:

- to complete a regulatory return in relation to the Management Committee
- to protect the rights, property and safety of us, our customers, users of our websites and other persons;
- in connection with any ongoing or prospective legal proceedings;
- If we are investigating a complaint, information may be disclosed to solicitors, independent investigators such as auditors, the Scottish Housing Regulator and other regulatory bodies involved in any complaint, whether investigating the complaint or otherwise;
- to the purchaser (or prospective purchaser) of any business or asset that we are (or are contemplating) selling

We may share your data with third parties, including third party service providers that process data on our behalf, in connection with payroll; the provision of employee benefits; the provision of occupational health services and IT services.

In relation to our third-party service providers, we have in place a written contract which only permits them to process your data for specified purposes and in accordance with our instructions. All their employees must be subject to a duty of confidentiality. The contract also requires third party service providers to take appropriate security measures in relation to your personal data which are in line with our policies. They are also not allowed to use your personal data for their own purposes.

### **What are the legal bases for us processing your personal data?**

We will only process your personal data on one or more of the following legal bases:

- contract
- consent
- our legitimate interests (including CCTV and audio recordings)
- Where there is a recognised legitimate interest, as defined under the Data (Use and Access) Act 2025 and by the relevant Secretary of State
- vital interests
- the performance of a task carried out in the public interest and/or with official authority
- legal obligation

### **How do we secure your personal data?**

We take the security of your data seriously. We have internal policies and controls in place to try to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by its employees in the performance of their duties.

In addition, we limit the access that individuals have to your personal data to those who have a business need to know.

Your information will only be stored within the UK and EEA (European Economic Area).

We have in place procedures to deal with any suspected data security breach and will notify you and the Information Commissioner's Office of a personal data breach when legally required to do so.

### **How long will we keep your personal data?**

We review our data retention periods regularly and will only hold your personal data for as long as is necessary for the relevant activity, or as required by law, or as set out in any relevant contract we have with you.

### **Your Rights**

You have several rights in relation to your personal data. These are listed below. A fee will not generally be charged for exercising any of these rights unless your requests are manifestly excessive.

- the right to be informed: covered by this privacy notice
- the right to access: to request a copy of your personal information and to check that we are holding and using it in accordance with legal requirements
- the right to rectification: correction of any incomplete or inaccurate personal information that we hold and use about you, there may be instances where it is not appropriate to rectify information, for example, if something was done incorrectly but identified and the correct cause of action taken, the record would show the full picture so would be accurate
- the right to object to processing: you can also object to us holding and using your personal information where our legal basis is a legitimate interest (either our legitimate interests or those of a third party), including the right to object to direct marketing
- rights in relation to automated decision making and profiling
- the right to be forgotten: to request deletion of your personal information where there is no good reason for us continuing to hold and use it if there is a legal obligation to keep the information then this does not apply, for example, where there is a contractual obligation to keep the information
- the right to data portability: to request the transfer of your personal information to another organisation, where you have provided the information to us electronically
- the rights to restrict processing: to temporarily suspend the use of your personal information, for example, if you want us to check that it is correct or the reason for processing it, this is not an absolute right and only applies in certain circumstances, for example, where the processing is unlawful or we no longer need the data for the purpose of the processing

If you would like to find out more about how we use your personal data or want to see a copy of information about you that we hold or wish to exercise any of your above rights, please contact the Data protection Co-ordinator.

You should note that not all rights under the UK GDPR and Data Protection Act 2018 are absolute and are subject to qualification.

### **Queries and Complaints**

If you are not satisfied with our handling of your request or have any other data protection related issue, in the first instance, you have the right to contact us with your complaint so that we can investigate, any complaints should be marked 'GDPR Complaint' and should be sent to the DPC.

If you still remain unsatisfied after your complain has been processed by us, you can complain to the Information Commission. Contact details are available at <https://ico.org.uk/make-a-complaint/>

The accuracy of your information is important to us; please help us keep our records updated by informing us of any changes to your personal and contact details.

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

You have some obligations under your employment contract to provide us with information. In particular, you are required to report absences from work and may be required to provide information about disciplinary or other matters under the implied duty of good faith which you have as an employee. You may also have to provide us with data in order to exercise your statutory rights, such as in relation to statutory leave entitlements. Failing to provide the information to us may mean that you are unable to exercise these statutory rights.

Certain information, such as contact details, your right to work in the UK and payment details, have to be provided to enable us to enter a contract of employment with you. If you do not provide other information, this will hinder our ability to administer the rights and obligations arising as a result of the employment relationship efficiently.

### **Changes to this Privacy Notice**

Thenue Housing Association reserves the right to update this privacy notice at any time and will provide you with a new notice when making any substantial updates. We may also notify you in other ways from time to time about the processing of your personal data.