

Legal Basis for Processing Data – Access to Work Mental Health Support Service

Type of Organisation information is shared with	The type of information	What we use your information for	The lawful reason that we have identified to process your information
<p>Department for Work and Pensions</p>	<ul style="list-style-type: none"> • Full data set, including information such as name, contact details, date of birth NI number • Information which relates to your health and/or health condition (i.e. special category data). • Special category information, such as gender, religion, disability, ethnicity, sexual orientation and criminal convictions • Occupation • Marital status and family circumstances • ID check • Information collected during your time on the programme, such as correspondence, customer feedback forms, welcome pack declaration, consent forms, start forms, progress updates and reports, exit forms etc. 	<p>To develop a personalised support plan and tailored package of ongoing support to identify workplace/place of learning requirements, provide support with mental health conditions by addressing obstacles in the work place</p>	<p>Art 6(1)(e) - Processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller. Section 13(1)(b)(iv) and 1A of the Social Security (Claims and Information) Regulations 1999 enables Department for Work and Pensions to share social security and employment and training information with relevant authorities and their service providers in connection with any arrangements made by the recipient for purposes connected with employment and training.</p> <p>Art 9(2)(b) processing is 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 and social security and social protection law in so far as it is authorised by Union or Member State law. Other grounds which may apply include Art 9(2)(h), 9(2)(g) and Art 9(2)(j) - see below</p>
<p>Direct Delivery Partners: Health 2 Employment (i2i), Case-UK, Salus, and Working Minds</p>	<p>As for Department for Work and Pensions – see above</p>	<p>Delivery Partners provide support services in specified regions on behalf Ingeus UK</p>	<p>As for Department for Work and Pensions– see above</p>

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Employers	Limited personal data – names, and potentially a description of any challenges faced in the workplace	For the purpose of engaging with your employer to resolve obstacles that you as a Participant may be experiencing in the work place by suggesting reasonable adjustments and generic employer education	A6(1)(a) – Consent A9(2)(a) – Explicit Consent – the data subject has given explicit consent to the processing of those personal data for one or more specified purposes, except where Union or Member State law provide that the prohibition referred to in paragraph 1 may not be lifted by the data subject.
Other Ingeus entities providing IT or management services (Ingeus Europe Limited)	Full data set is accessible to nominated individuals	Nominated Ingeus Europe staff will have access to full data set including your Participant data to provide IT and/or management support	As for Department for Work and Pensions
GP / Health Practitioner	Limited personal data set provided.	For the purposes of providing additional support for you as the Participant, in tandem with a GP / Health Practitioner nominated by you, for example, if your VRC thinks that your GP could be providing further support if they have more information about you.	A6(1)(a) – Consent A9(2)(a) – Explicit Consent – the data subject has given explicit consent to the processing of those personal data for one or more specified purposes, except where Union or Member State law provide that the prohibition referred to in paragraph 1 may not be lifted by the data subject.
GP / Health Practitioner / Safeguarding Authorities	Limited personal data set provided for the purposes of reporting an incident	Reporting incidents or issues arising from participants on the programme as required by law	6(1)(c) - processing is necessary to comply with a legal obligation to which the controller is subject 6(1)(d) – processing is necessary in order to protect the vital interests of the data subject or of another natural person 9(2)(g) - processing is necessary, on the basis of Member State law to safeguard the fundamental rights and the interests of the data subject. Art 9(2)(i) - Processing is necessary for reason of public interest in the area of public health.
Insurers	Data required to describe to nature of the claim. This may be	It is possible that participants or third parties may bring claims or suffer incidents	Art 6(1)(f) - processing is necessary to protect the legitimate interests of the data controller

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	quite detailed depending on the allegation made / being defended/prosecuted.	while participating on the programme. We are required to disclose any such incidents to our insurers.	Art 9(2)(f) - processing is necessary for the establishment and defence of legal claims
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