



## Information Security Policy

## Introduction

- 1.1 Information is one of the Nothing But Recruitment most important assets. Failure to ensure adequate security and protection of information held by Nothing But Recruitment may lead to legal action against Nothing But Recruitment and/or the individual responsible for the breach. Such legal action could include an investigation by the Information Commissioner's Office ("ICO") who can impose significant financial penalties and/or a claim for damages for breach of the General Data Protection Regulation and the Data Protection Act 2018 (together the "Data Protection Legislation").
- 1.2 In addition to the possibility of legal action being taken against Nothing But Recruitment, if the information held by Nothing But Recruitment is not kept safe, confidence in Nothing But Recruitment by members of staff and the public at large could be irreparably damaged.
- 1.3 Keeping information secure yet available to those that need it often presents a difficult challenge. This policy strives to achieve a sensible balance of securing the information held by Nothing But Recruitment while making it accessible to those who need the information. Nothing But Recruitment will always however favour security over accessibility where there is any doubt as to the security of information.

## 2. Definitions

- 2.1 The supplier means Nothing But Recruitment.
- 2.2 "Data Protection Legislation" means the General Data Protection Regulation (GDPR) and the Data Protection Act 2018.
- 2.3 "Data" means Personal Data and Special Category Personal Data as defined by the Data Protection Legislation, and confidential and sensitive information held by the Nothing But Recruitment.
- 2.4 "Personal Data" any information relating to an identified or identifiable natural person (a data subject); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.
- 2.5 "Special Category Personal Data" means information about a person's racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, physical or mental health or condition or sexual life, or genetic or biometric data.
- 2.6 "Processing" means any activity that involves use of the data. It includes obtaining, recording or holding the data, or carrying out any operation or set of operations on the data such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction. Processing also includes transferring personal data to third parties.
- 2.7 "Data Controller" is the organisation which determine the purposes for which, and the manner in which, any personal data is processed. They are responsible for establishing

practices and policies in line with Data Protection Legislation. The Data Controller referred to in this policy is Nothing But Recruitment.

- 2.8 “Data Protection Officer” is The person within the organisation who is responsible for overseeing data protection strategy and implementation to ensure compliance with data protection legislation. Within Nothing But Recruitment that role is held by Sean McBarrons.
- 2.9 “Data Subject” means all living individuals about whom Nothing But Recruitment holds Data. A Data Subject need not be a UK national or resident. All Data Subjects have legal rights in respect of their Data and the information that Nothing But Recruitment holds about them.
- 2.10 “Data Processor” means any person who or organisation which processes Data on behalf of the Data Controller including members of staff, volunteers, contractors, and suppliers and any third party whose work involves accessing or otherwise using Data held by Nothing But Recruitment. Data Processors have a duty to protect the information they process for and on behalf of Nothing But Recruitment by following this and other Nothing But Recruitment information governance policies at all times.
- 2.11 “Subject Access Request” (“SAR”) means a request by an individual to Nothing But Recruitment pursuant to Article 15 of the GDPR.
- 2.12 “Information Asset” means Data held by Nothing But Recruitment in any form. This Data may be held electronically by software in computer systems and transferred across a network, on paper, in files or transferred by post, courier or in person.
- 2.13 “Information Governance Policy” means the Data Protection, Freedom of Information, Information Security, Retention, Disposal and Records Management and Subject Access Request policies and any other policies which may from time to time be in place at Nothing But Recruitment.
- 2.14 “ICO” means the Information Commissioner’s Office.
- 2.15 “Information Security” means the protection of information and information systems against unauthorised access to or modification of information, whether in electronic or manual storage, Processing, transit and against the denial of service to authorised users.
- 2.16 “Information Security Breach” means a breach which may be caused by a technical failure, unauthorised access to either Nothing But Recruitment’s network or a Client Device used for Nothing But Recruitment business by a third party, loss of the Nothing But Recruitment’s information and/or inappropriate actions of an individual or individuals which result in the compromise of information belonging to or held by Nothing But Recruitment.
- 2.17 “Information Security Vulnerability” means an identified weakness of a system(s) or process that puts the security and availability of information at risk.
- 2.18 “Member of Staff” means individuals working at Nothing But Recruitment whether on a full time, part time, temporary, fixed term, casual or volunteer basis.
- 2.19 “Client Device” means laptops, tablets, telephones, smartphones, desktop computers or other electronic equipment that could be used for the carrying out of Nothing But Recruitment business or the Processing or storing of information.
- 2.20 “Personal Device” means a Client Device not directly owned by Nothing But Recruitment.
- 2.21 “Username” means a unique sequence of characters used to identify a person, system or service, allowing access to a computer system, computer network, client device, or online account.
- 2.22 “Strong Password” means a phrase of sufficient random characters to prevent guessing or brute-force attacks. A Strong Password must be a minimum of 9 characters, does not use single

common number sequences/dictionary words or easily accessible personal information (i.e. any portion of your name, date of birth, telephone numbers or NI numbers). Strong Passwords of less than 24 characters must include a combination of three of the following: lowercase and uppercase letters, numbers and symbols.

- 2.23 “Secure Authentication Device” means a device or component integrated into a Client Device that allows the encrypted storage and retrieval of Strong Passwords using biometric information.
- 2.24 “Two-Factor Authentication (also known as Multi-Factor Authentication, MFA or 2FA)” means a method of confirming a claimed identity using a combination of at least two of the following categories: knowledge (something they know, e.g. a password), possession (something they have, e.g. a token), and inherence (something they are, e.g. a fingerprint).
- 2.25 “Authorised User” means a person, or administrative service, that is authorised by the Nothing But Recruitment to authenticate to a system, that may contain Data and potentially to receive authorization to access resources provided by or connected to that system;
- 2.26 “Removable Media” includes USB sticks, external hard drives, CD’s or other media which can be connected to Nothing But Recruitment network or a Client Device and used for storing information.
- 2.27 “External” means any and all buildings, systems or services not directly owned by the Nothing But Recruitment, including all accounts not ending in @nothingbutrecruitment.co.uk
- 2.28 “Social Media” means websites and applications that enable users to create and share content or to participate in social networking including Facebook, LinkedIn, Twitter, Google+, and all other social networking sites, internet postings and blogs. It applies to use of Social Media for Nothing But Recruitment purposes as well as personal use that may affect the Nothing But Recruitment in any way.
- 2.29 “Cloud service” means Cloud computing/Service is the delivery of computing resources using a network of remote servers hosted on the Internet to store, manage, and process data, rather than local servers or a personal computer.

### 3. Summary

- 3.1 Much of the information held by the Nothing But Recruitment is confidential and sensitive in nature. Therefore, it is necessary for all information systems to have appropriate protection against adverse events (accidental or malicious) which may put at risk the activities of Nothing But Recruitment or protection of the information held.
- 3.2 Nothing But Recruitment has a responsibility to maintain:
- i. Confidentiality – access to Data must be confined to those with specific authority to view the Data in question;
  - ii. Integrity – information should be complete and accurate. All systems, assets and applicable networks must operate correctly and according to any designated specification;
  - iii. Availability – information must be available and delivered to the right person at the time when it is needed and in accordance with the relevant statutory provisions.
- 3.3 Nothing But Recruitment must minimise the risk of data security breaches and any person connected to or acting on behalf of Nothing But Recruitment must meet the minimum requirements as set by Nothing But Recruitment for connecting to any network operated by or on behalf of Nothing But Recruitment.
- 3.4 It is important that members of staff, governors or anyone else acting on behalf or with the authority of Nothing But Recruitment:

- i. Are aware of how and under what circumstances they are permitted to access Personal Data held by or on behalf of Nothing But Recruitment;
- ii. Is aware of who they are allowed to share Personal Data and other information with and how it can and should be shared;
- iii. Reports any Information Security incidents/breaches including phishing emails to the Data Protection Officer in respect of information in respect of or held by Nothing But Recruitment. Staff & Governors must follow the Data Breach flowchart in Appendix 4 when reporting a DataBreach;
- iv. A Data Breach report must be filled out and past to the DPO after initial reporting of a breach.
- v. Ensures Data is stored and handled securely and in accordance with this and the other information governance and IT Policies;
- vi. Does not ignore, turn off or otherwise bypass any Information Security controls put in place by Nothing But Recruitment;
- vii. Does not send, distribute or otherwise divulge Data unless permitted to do so. The sending or distribution of any Data should only be done in accordance with the applicable statutory provisions, this policy and any other applicable policy of Nothing But Recruitment;
- viii. Data must only be sent by secure methods and, all Data sent externally shall be encrypted.
- ix. An email sent in an attempt to acquire sensitive information such as usernames, passwords or financial information.

## 4. Policy Statement

- 4.1 It is essential that Nothing But Recruitment information systems and data networks are adequately protected from events which may compromise the information held or the carrying on of Nothing But Recruitment business and to this end Nothing But Recruitment is committed to developing and maintaining an information systems structure which has an appropriate level of security.
- 4.2 Nothing But Recruitment will maintain the security and confidentiality of Data held by it, its information security systems and relevant applications and networks for which it is directly responsible by:
- i. Ensuring appropriate technical and organisational measures are in place to prevent unauthorised access, damage or interference to and/or with information, IT assets and network services;
  - ii. Ensuring that it is aware of, and complies with, the relevant legislation as described in this and the other information governance and IT Policies;
  - iii. Describing the principles of Information Security to Members of Staff, local authorities, Local CCGs volunteers and explaining how they will be implemented by Nothing But Recruitment;
  - iv. Creating and maintaining a level of awareness of the need for information security to be an integral part of the conducting of Nothing But Recruitment business and ensuring that everyone understands their individual and collective responsibilities in this respect;
  - v. Protecting Data and other information held by and/or on behalf of Nothing But Recruitment.
- 4.3 To ensure a consistent approach to Information Security, the controls set out at sections 7 and 8 of this policy will apply.

## 5. Use of Client and Personal Devices

- 5.1 Client Devices used for, or in connection with, Nothing But Recruitment business and in particular for the collection or storing of Personal Data and/or Special Category Personal Data must be kept secure with Strong Passwords (see Definitions). If available with the device, an approved Secure Authentication Device to aid entering the of the password;
- 5.2 Client Devices used for, or in connection with, Nothing But Recruitment business must not be left unattended in plain sight at any time, including whilst at home or travelling, and must be protected against loss, damage, misuse or unauthorised access. When not in use, Personal Devices must stored in a secure, lockable location and should never be stored in vehicles, even if locked.
- 5.3 Client Devices used for, or in connection with, Nothing But Recruitment business must not be used to access, view or process Personal Data or Special Category Personal Data in a manner that allows Persons other than the Authorised User to view the Data.
- 5.4 Personal Devices, including but not limited to, laptops, tablets, telephones, smartphones, desktop computers or other electronic equipment, must not be used to store or transmit Data. Where a Member of Staff believes there is a legitimate need to process Special Category Personal Data using a Client Device, the Member of Staff should contact their Line Manager with a business case for the provision of a Client Device, who shall evaluate the business case for such request.
- 5.5 Client Devices used for, or in connection with, Nothing But Recruitment business must be updated with the manufacturer's software and other updates regularly when updates

become available, and where supported have antivirus software installed and regularly updated.

5.6 Client Devices used to store Personal Data or Special Category Personal Data must be encrypted.

5.7 Client Devices issued to a Member of Staff for or in connection with, Nothing But Recruitment business by Nothing But Recruitment must only be used by Nothing But Recruitment Members of Staff. At no time shall any other User, including but not limited to, family members, friends, employee from another organisation, be permitted to use the device.

5.8 If a Client Device used for, or in connection with Nothing But Recruitment business it lost or stolen, the loss/theft should be reported to Data Protection Officer and IT Team as soon as possible and in any event within 24 hours of the loss/theft occurring. Where possible the Client Device should be remotely accessed and the information erased.

## 6. Removable Media

6.1 Removable Media storing Data must only be used as a last resort, when all other options have been considered, including the need to store or process the data. All Data must secure network service is not available.

6.2 Only Removable Media provided by Nothing But Recruitment or Nothing But Recruitment that has been encrypted should be used for the storing of Data.

6.3 Removable Media should not be used for the storing of Personal Data, Special Category or Sensitive Data unless the device is capable of and has been encrypted.

6.4 Removable Media must be stored securely.

6.5 If Removable Media used for, or in connection with Nothing But Recruitment business is lost or stolen, the loss/theft should be reported to Data Protection Officer and IT Support Team immediately. Where possible the Personal Device should be remotely accessed and the information erased.

## 7. Securing Information

### 7.1 Physical Access Controls

- i. A nominated member of Nothing But Recruitment will be responsible for ensuring the Information Security of all Information Assets held by or on behalf of Nothing But Recruitment. The nominated person will also have and maintain an Information Asset register which should record all Information Assets held by Nothing But Recruitment;
- ii. A copy of the Information Asset register will be filed with the Data Protection Officer at the Nothing But Recruitment each year;
- iii. Nothing But Recruitment will ensure that only authorised individuals are allowed access to restricted areas containing Personal Data or Special Category Personal Data or information systems where there is an identifiable need to access that area;
- iv. Access to Personal Data and/or restricted physical locations will be monitored by the Academies nominated person to ensure authorised access to relevant information and to prevent unauthorised access to Personal Data or Special Category Personal Data;
- v. Where an unidentified person or any other person without authorisation to be in a restricted area is found, the individual is to be challenged as to their identity and the purpose for which they are in the restricted area. If the unauthorised individual has no legitimate reason to be in the restricted area, this information is to be logged as an

Information Security Breach and the Data Protection Officer should be consulted as to whether the matter requires reporting to the ICO;

- vi. External doors and windows must be locked at the end of each day;
- vii. Equipment that serves multiple users must be capable of identifying and verifying the identity of each authorised user;
- viii. Devices or equipment capable of displaying output upon multi-user displays or presentation equipment, including but not limited to, Projectors, Interactive Whiteboards, televisions, video walls, remote computer sessions and desktops, or any other form of presentation equipment, must not be used to access, view or process Data in a manner that allows Persons other than the Authorised User to view the Data.
- ix. Members of staff of Nothing But Recruitment with access to and use of Data must maintain a clear desk and clear screen policy to reduce the risk of unauthorised access to Information Assets such as papers, media and information processing facilities;
- x. Nothing But Recruitment wireless systems should be secured to industry standard Enterprise security level/appropriate standards;
- xi. Data recorded on paper must be kept locked away in a safe, cabinet or other form of secure furniture when not in use;
- xii. Personal Data and Special Category Personal Data, confidential and sensitive information about Nothing But Recruitment whether stored electronically or on paper must be kept locked away in a secure room or in a safe, cabinet or other form of secure furniture when not in use;
- xiii. Documents containing Data must not be left unsecured, unattended at mail points or on printers, photocopiers, scanners or fax machines and must be removed immediately when received.

## **7.2 Password and Access Control**

- i. Access to Data stored electronically must be controlled through the use of a Strong Password;
- ii. Access to Authorised User accounts must be controlled, as a minimum, through the use of a password, which must not be less than 8 ASCII characters

in length. Wherein, a system or service, provides alternative authentication methods, including but not limited to, facial or biometric recognition, the alternative authentication method must be in addition to a password;

- iii. Members of Staff must ensure that they have a Strong Password for all Authorised User accounts and the same password not re-used across different types of system;
- iv. Authorised Users are responsible for keeping their assigned password(s) secure and must ensure their password(s) is neither disclosed to, nor used by, anyone else under any circumstances;
- v. Use of another person's username or password will constitute an Information Security Breach and must be reported in accordance with the procedures set out in this policy or any other relevant policy from time to time in force;
  - i. Authorised Users are responsible for ensuring that all Nothing But Recruitment and/or Client Devices used to access Data or other confidential information, are logged off, switched off or otherwise controlled by a Strong Password when unattended or not in use, at all times
  - vii. Authorised Users with access to Nothing But Recruitment network or a Client Device which is used for, or in connection with Nothing But Recruitment business is responsible for any actions carried out under their username and password.
  - viii. Where available, Members of Staff using critical systems or accessing Personal or Special Category Personal Data should use Two-Factor Authentication.

### 7.3 Cloud Computing

- i. Only cloud computing networks or services, including Social Media commissioned by Nothing But Recruitment, or expressly authorised by the Data Protection Officer, may be used to store and send information concerning or relating to Nothing But Recruitment business. The use of personal cloud storage solutions (Skydrive, Onedrive Personal, iCloud, G-Drive etc.) for the transfer of Nothing But Recruitment information is expressly forbidden.
- ii. Personal Data, Special Category Personal, confidential and sensitive information, whether on Nothing But Recruitment network or a Client Device must not be stored on a cloud computing network or service not commissioned by Nothing But Recruitment, or expressly authorised by the Data Protection Officer.
- iii. If Data or other information concerning or relating to Nothing But Recruitment business is to be stored in or on a cloud network, Nothing But Recruitment will take all reasonable steps to find out in which country the Data or other information is being stored, and to ensure that appropriate measures are in place in relation to any Data transferred outside of the EEA.
- iv. If Nothing But Recruitment receives notification that Data in respect of Nothing But Recruitment business has been corrupted, lost or otherwise compromised while stored on a cloud

network, Nothing But Recruitment should ascertain whether any or all of the information stored in the cloud can be recovered and if this is possible restore that information;

- v. Any corruption, loss or compromise of information held on a cloud network should be recorded in the risk register and if appropriate reported via the mandatory reporting procedure set out at section 9 of this Policy.

#### **7.4 Leaving Nothing But Recruitment/Contract Termination**

- i. Upon leaving Nothing But Recruitment, Members of Staff must return/transfer, in a useable format, all equipment and information, including Data to Nothing But Recruitment, on or before the agreed leaving date (e.g. last day of employment) to their Line Manager, or other Nothing But Recruitment representative if their Line Manager is not available. This includes, but is not limited to:
  - All information, including data, used or stored as part of the role, both physical and electronic;
  - All information, including files, documents and emails, including any Data, stored within individual Cloud Service accounts;
  - Client Devices loaned by Nothing But Recruitment, including PIN numbers, usernames or passwords required to reuse or reset the devices;
  - Any Removable Devices provided by Nothing But Recruitment;
  - Access control, PIN, tokens and ID Cards;
  - Keys and PIN numbers used to access physical locations.
- ii. The Off-Boarding Checklist (see Appendix 3) must be completed and returned to Human Resources by the leaving date;
- iii. After leaving Members of Staff may not attempt to access or use any Nothing But Recruitment information, including any Data.

### **8. Storing and Transportation of Non-Electronic Data**

8.1 Data can be vulnerable to loss, unauthorised access, misuse or corruption when being physically transported either personally by Member of Staff of Nothing But Recruitment or when sending Data via the postal service or couriers;

8.2 Special controls should be adopted where necessary to protect Data from unauthorised disclosure or modification and may include:

- i. Ensuring the packaging is sufficient to protect the contents from any physical damage likely to arise in transit;
- ii. Delivering by hand records containing Personal Data, where appropriate;
- iii. Sending Data via secure post such as Royal Mail recorded or signed for delivery or special delivery or as otherwise agreed with the Data Subject;
- iv. Records containing Special Category Personal Data shall not be delivered by hand unless absolutely necessary. In which case the following should occur:
  - a. Documents transported in vehicles should be hidden away or placed in boot where possible, and the vehicle locked.
  - b. Documents should never be left unattended even in a locked vehicle.

- 8.3 Consideration should be given to the necessity of transporting or moving Data or other records as this increases the risk of Data loss.

## 9. Transportation/Transmission of Electronic Data

- 9.1 Personal Data, Special Category Personal, confidential and sensitive information sent or transmitted externally using an electronic systems or services must be secured using a process that ensures the Data is encrypted and Users must carefully check the recipient's contact details before sending.
- 9.2 Data must only be sent or transmitted externally when authorised by job description, Nothing But Recruitment policy, applicable legislation, or when specially authorised by the Data Protection Officer. The sending of Personal Data and Special Category Personal Data to personal cloud systems or services email accounts is expressly forbidden. Members of staff working remotely are required to access Data through the Nothing But Recruitment authorised systems and services.
- 9.3 Data must not be sent using any systems or services, including but not limited to, cloud platforms and social media providers or any other type system not owned by Nothing But Recruitment, including text messaging.
- 9.4 Personal Data and Special Category Personal Data must be sent to named Users only. Multi-User posting, sending or transmission, including, but not limited to, email lists, distribution groups, security groups, chat/team-based groups, forums, rooms, and channels is prohibited.

## 10. Information Security Incident Reporting and Management

- 10.1 Nothing But Recruitment will have and maintain a register where all Information Security incidents are logged. The form in Appendix 4, can be used as the basis for the Information Security incidents to the Data Protection Officer. = This log as a minimum should include:
- i. The nature of the breach;
  - ii. The number of Information Assets compromised;
  - iii. How the Information Asset(s) has/have been compromised;
  - iv. Whether any Special Category Personal Data was compromised;
  - v. Whether the incident needs to be reported in accordance with the mandatory reporting section of this policy at paragraph 10.3 below.
- 10.2 Where there has been any breach the Data Protection Officer must be informed immediately, so they can decide if an Information Security Breach has occurred and in order that consideration can be given to reporting the breach to the appropriate authorities;
- 10.3 If there has been an Information Security Breach but it does not involve the compromise of more than one records, it should be recorded in the Information Security Incident Log;
- 10.4 Examples of an Information Security Breach include but are not limited to:
- i. Password(s) written down or stored, in an accessible, plain text or otherwise visible, manner to persons other than the Authorised User;
  - ii. Using another person's password;
  - iii. Divulging of a password;
  - iv. Making use of Personal Data for personal gain;
  - v. Accessing Data for personal knowledge;
  - vi. Attempting to gain access under false pretences;
  - vii. Unauthorised release of Data;
  - viii. Knowingly entering inaccurate Data;
  - ix. Deleting Data prior to the retention period or any other period set out in the Retention, Disposal and Records Management policy expiring;
  - x. Loss or misuse of Data;
  - xi. Malicious damage to equipment or Data;
  - xii. Changing permissions that allows access to, or sharing information (including Data) with, persons not authorised to access the information.
  - xiii. Unauthorised removal of Data, Nothing But Recruitment equipment or equipment used for or in connection with Nothing But Recruitment business from Nothing But Recruitment premises or another site authorised for the storage of such information or equipment
  - xiv. Loss or theft of a Client Device used for or in connection with Nothing But Recruitment purposes or any other device belonging to Nothing But Recruitment.

## 11. Business Continuity and Disaster Recovery Plans

- 11.1 Nothing But Recruitment will develop a managed process to counteract the interruption of Nothing But Recruitment business caused by major IT service failure. Nothing But Recruitment will ensure that business continuity and disaster recovery plans are produced for all IT systems and networks which store and/or Process Data.
- 11.2 Nothing But Recruitment will have procedures in place to maintain essential services in the event of an IT system failure.

## 12. Monitoring and Review

- 12.1 This policy will be reviewed every 4 years or earlier if required and may be subject to change.

APPENDIX 1

### Personal Devices Statement

The Nothing But Recruitment recognises that its employees will use personal devices to access work information and emails. This must be achieved with appropriate protection of the data that is held within the documents. Therefore, all Employees using personal devices to access Nothing But Recruitment documents and emails must adhere to the below requirements.

Personal devices include but not limited to mobile phones, tablets, laptops and PCs.

Personal Devices used for, or in connection with, Nothing But Recruitment business must be encrypted and should be kept secure at all times and be protected against loss, damage, misuse or unauthorised access. When not in use, Personal Devices must be stored in a secure location, and should never be stored in vehicles, even if locked.

Personal Devices are expressly prohibited from being used to store or externally transmit Special Category Personal Data at any time.

The use of Personal Devices for, or in connection with, other Nothing But Recruitment business should be kept to a minimum to reduce the risk of unauthorised access to, or disclosure of, information held by Nothing But Recruitment, and must be updated with the manufacturer's software and other updates regularly when updates become available, and where supported have antivirus software installed and regularly updated.

Subject to the requirement of a Strong Password (see below) for access, if the Employee is the only person with access to the personal device that is being used for Nothing But Recruitment work, then documents, apps (including email) and web-based programmes may be left open on the device, whilst the device is locked or logged out.

If a personal device is not solely used by the Employee, then if supported, the device must be configured with separate user accounts for each user, so that the Employee has their own device logon account and others cannot access any documents, apps (including email) and web-based programmes they have open. If the device does not support separate user accounts, or the device is accessible to other people (such as family members, other employees), any documents, apps and web-based programmes must be closed when not in use, and require a password to access the data when re-opened.

### Passwords

All Nothing But Recruitment data, in particular Personal Data and/or Special Category Personal Data must be kept secure with Strong Password at all times.

When not in use the user account or personal device must require a Strong Password to 'login', 'unlock' or access any information or Data using the device.

The definition of a Strong Password is available in the Nothing But Recruitment Information Security Policy, available from <https://nothingbutrecruitment.co.uk/>

### **Lost or Stolen Personal Devices**

If a personal device is lost or stolen and has access to Nothing But Recruitment information on it, the following actions must be taken.

1. Contact the /Data Protection Officer immediately, who will assess the risk of loss of data.
2. Immediately remotely access the device or application (i.e. Microsoft 365) and change the password or;
3. Contact Nothing But Recruitment 's IT team immediately. They will be able to remotely reset passwords for services provided by Nothing But Recruitment.

## APPENDIX 2

### **Minimum security standards for networked client devices**

The Nothing But Recruitment Information Security Policy requires all network capable devices that connect to any Nothing But Recruitment network(s), comply with the following minimum security requirements.

The requirements help to protect both the individual client device and other client devices connected to the Nothing But Recruitment network(s).

In the event that a client device cannot demonstrate that it meets the minimum requirements, the device must not be connected to the network, unless written authorisation is provided by the Data Protection Officer.

#### **Software Patch Updates**

Client devices must only use operating systems and software applications that are supported by the manufacturer. The client device must be able to demonstrate that all currently available security patches have been installed, and that there is a recurring schedule to notify the user of future updates.

#### **Anti-virus/malware Software**

Client devices must be configured to use and run, anti-virus/malware software that utilises real-time scanning and/or scans the entire device at least once a day. The anti-virus/malware software must also be configured to receive software and virus/malware definition updates regularly.

#### **Authentication**

Client devices must not provide unauthenticated user access. User authentication must be provided by means of strong passphrases or other secure authentication mechanisms.

#### **Unnecessary Software or Services**

Devices must not run any software applications or services for any purposes, other than the agreed intended use.

#### **No Unattended User Sessions**

Users must not leave the device unattended when logged in or with an active session open. The user must manually suspend or close the active session when they are not using the device. Due to the nature of services, Nothing But Recruitment devices/operating systems should be configured to automatically lock after 20 minutes of inactivity, to allow reasonable instruction time.

#### **Firewall Software**

Client devices should be configured to use an active client-based firewall. The firewall software should be configured to only allow incoming traffic for the intended use.

#### **Privileged User Accounts**

Client devices should support the separation of user account privileges, to reduce the risk of malware

spreading across the network. All users should be aware that a standard account should be used for non-administration tasks at all times.

## Off-Boarding Checklist

Prior to your final leaving date at Nothing But Recruitment, you must review the following checklist to ensure that all applicable Nothing But Recruitment property has been collected. Both you, the Member of Staff, and your Line Manager must sign this document to verify that all property and information has been returned

When a Member of Staff leaves Nothing But Recruitment, their user accounts are closed, and the accounts that belong to that person may not be accessible to others, this checklist is designed to help ensure that all information and equipment is available for use after the Member of Staff leaves Nothing But Recruitment. Failure to complete the actions within the checklist, may result in any final payments being withheld until completed.

### Human Resources

- Letter of resignation sent to HR
- Confirm balance of remaining holiday days with HR (if applicable)
- Reconcile outstanding expense reimbursements
- Leaving date provided to Finance, ICT and Facilities for the removal of access rights

### Return Equipment

- Client Devices (i.e. mobile phones, tablets, laptops, computers, other devices)
- ID Card(s)
- Keys (i.e., classrooms, offices, cars)
- Access cards, fobs or tokens
- Nothing But Recruitment property (i.e., books, tools, uniforms, etc...)
- Other

### Return/Transfer Information

- Provide an update on outstanding work and projects to a Line Manager/colleague
- Transfer internal files, documents to a Line Manager/colleague
- Transfer internal work-related email messages to a Line Manager/colleague
- Transfer ownership of Cloud Service documents to a Line Manager/colleague. This will ensure that documents will remain accessible once your Nothing But Recruitment account is closed
- Add an additional owner(s) to any Cloud Service Calendars and/or calendar resources that you own. This will ensure that these resources continue to be accessible once your Nothing But Recruitment account is closed
- Make sure to transfer any important meetings in your Cloud Service Calendar to another owner
- Add an additional owner(s) to any Cloud Service Groups and Cloud Service Sites that you own. This will ensure that Cloud Service groups, lists and Sites continue to be accessible once your Nothing But Recruitment account is closed

**Return/Transfer Information** (continued)

- Forward voicemail and telephone password to a Line Manager/colleague
- Remove any non-work related files or email messages
- Remove any personal Cloud Service profiles or pages
- Other

---

**Other**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

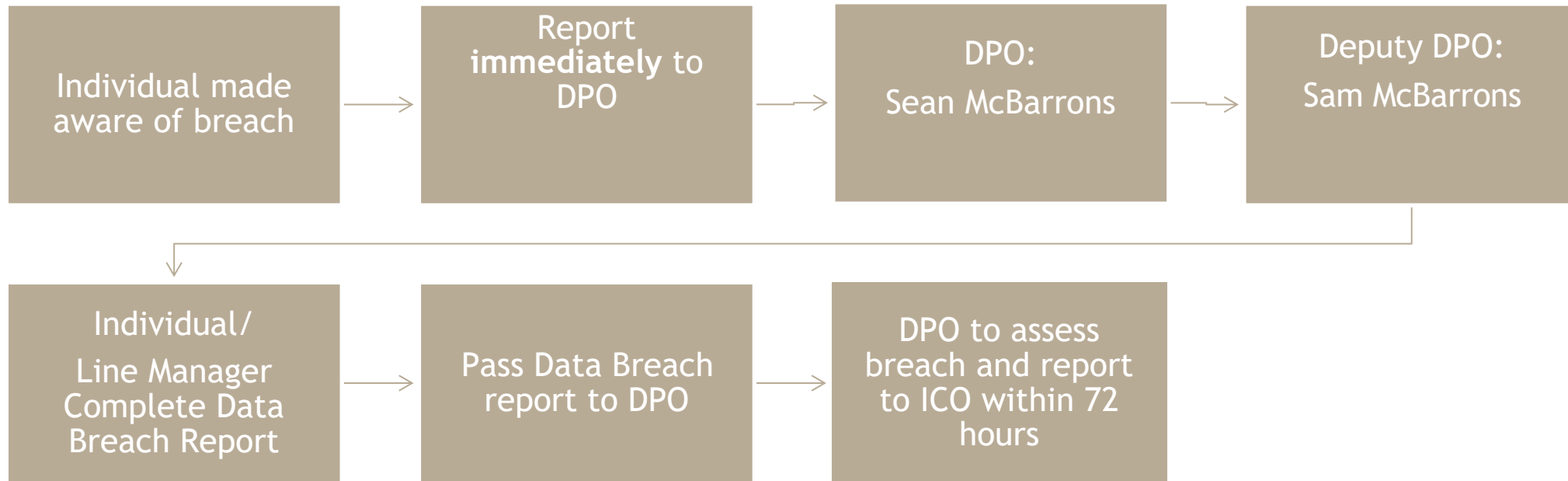
I, \_\_\_\_\_ (print name) have returned all property and information to Nothing But Recruitment and have removed all Nothing But Recruitment information from my possession.

\_\_\_\_\_  
Member of Staff signature

\_\_\_\_\_  
Line Manager signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



Reporting Data Breaches

Initial reporting of a Data Breach must be made verbally, do not report a data breach via email.

## Data Breach Report

## 1. Organisation Details

Name of Organisation	Nothing But Recruitment
Data controller's registration number (if applicable).	
DPO	Sean McBarrons
Contact Details	info@nothingbutrecruitment.co.uk

## 2. Details of the data protection breach

Set out the details of the breach and ensure that all mandatory (\*) fields are completed.

(a) \* Please describe the incident in as much detail as possible.

(b) \* When did the incident happen?

(c) \* How did the incident happen?

(d) If there has been a delay in reporting the incident to the ICO please explain your reasons for this.

(e) What measures did the organisation have in place to prevent an incident of this nature occurring?

(f) Please provide extracts of any policies and procedures considered relevant to this incident, and explain which of these were in existence at the time this incident occurred. Please provide the dates on which they were implemented.

**3. Details of the Personal Data placed at risk**

Set out the details of the personal data placed at risk as a result of the breach and ensure that all mandatory (\*) fields are completed.

(a) \* What personal data has been placed at risk? Please specify if any financial or special category (sensitive) personal data has been affected and provide details of the extent.

(b) \* How many individuals have been affected?

(c) \* Are the affected individuals aware that the incident has occurred?

(d) \* What are the potential consequences and adverse effects on those individuals?

(e) Have any affected individuals complained to the authority / Nothing But Recruitment about the incident?

**4. Containment and recovery**

Set out the details of any steps the Nothing But Recruitment has taken to contain the breach and/or to recover the personal data and ensure that all mandatory (\*) fields are completed.

- (a) \* Has Nothing But Recruitment taken any action to minimise/mitigate the effect on the affected individuals? If so, please provide details.
  
- (b) \* Has the data placed at risk now been recovered? If so, please provide details of how and when this occurred.
  
- (c) What steps has Nothing But Recruitment taken to prevent a recurrence of this incident?

**5. Training and guidance**

Set out the details of any steps the Nothing But Recruitment has taken to contain the breach and/or to recover the personal data and ensure that all mandatory (\*) fields are completed.

- (a) As the data controller, does Nothing But Recruitment provide its staff with training on the requirements of Data Protection Legislation? If so, please provide any extracts relevant to this incident here.
  
- (b) Please confirm if training is mandatory for all staff. Had the staff members involved in this incident received training and if so when?
  
- (c) As the data controller, does the Nothing But Recruitment provide any detailed guidance to staff on the handling of personal data in relation to the incident you are reporting? If so, please provide any extracts relevant to this incident here.

**6. Previous contact with the ICO**

(a) \* Have you reported any previous incidents to the ICO in the last two years?

YES / NO

(b) If the answer to the above question is yes, please provide: brief details, the date on which the matter was reported and, where known, the ICO reference number.

7. Miscellaneous

(a) Have you notified any other (overseas) data protection authorities about this incident? If so, please provide details.

(b) Have you informed the Police about this incident? If so, please provide further details and specify the Force concerned.

(c) Have you informed any other regulatory bodies about this incident? If so, please provide details.

(d) Has there been any media coverage of the incident? If so, please provide details of this.

This form was completed on behalf of Nothing But Recruitment by:

Name:.....

Role:.....

Date and Time:.....