

Special Category Data Queen Mary Careers & Enterprise panels

In line with our Statement of Intent for Social Justice at Queen Mary Careers Events, we are required to collect special category data to monitor how careers events represent our student population. This allows us to understand whether certain groups are being underrepresented.

To lawfully collect this data, we have followed the ICO's guidance checklist:

- The processing of the special category data is necessary – Equality, Diversity and Inclusion is integral to our work in Careers and Enterprise. By monitoring the demographic information of speakers attending events, we can understand how certain groups are being represented. We also give the option for speakers to answer questions around diversity and inclusion which enables us to provide greater support to underrepresented groups.
- The Article 6 lawful basis for collecting the special category data is:
'The data subject has given consent to the processing of his or her personal data for one or more specific purposes'
- The Article 9 condition for processing the special category data is:
Explicit consent
- The special category data we are processing is:
Gender
Ethnicity
Disability
'LGBTQA+' (not specified)
- Data collected is only ever used anonymously for reporting purposes, unless the speaker has specified in the form that they would like to share details before or at the event.
- Data will either be stored in the Queen Mary shared drive where it is exclusively accessed by the Careers and Enterprise team, or the careers Google Drive which is accessed by the Digital Content and Campaigns Officer, the Events Programme Coordinator and the Events and Vacancies Administrator.
- Data will be deleted after 2 years, or earlier as requested by the speaker.