
Privacy notice for research investigating education and employment trajectories into the tech workforce: employer survey

1 Why are we collecting this data?

The National Foundation for Educational Research (NFER) is undertaking research to investigate education and employment trajectories into the tech workforce. The work is funded by the Hg Foundation. The research is taking place between June 2024 and December 2025. The research includes focus group discussions and interviews with employers, an employer survey and analysis of secondary data. This privacy notice relates to the employer survey. The privacy notice for focus groups and interviews with employers that have already taken place can be found [here](#).

NFER will devise and programme an employer survey and analyse and report the findings. The key aim of the survey is to explore past and likely future trends in tech hiring and the skills and qualifications required. The Hg Foundation will share details of the survey with relevant contacts (hiring managers) in tech organisations and organisations in other sectors which have tech departments/roles.

For the purpose of data protection legislation, NFER will be the data controller deciding what data will be collected and how it will be used.

2 What is the legal basis for processing activities?

The legal basis for processing personal data is covered by:

- **Article 6 (f) Legitimate interests:** the processing is necessary for the legitimate interests of NFER, unless there is a good reason to protect the individual's personal data which overrides those legitimate interests.

A legitimate interest assessment has been undertaken. It demonstrates that it is within NFER's interests in undertaking this research to collect and analyse survey data on tech hiring. The research fulfils one of NFER's core business purposes (undertaking research, evaluation, and information activities). It has broader societal benefits and findings will inform The Hg Foundation's strategies in supporting under-represented groups into tech roles. The survey cannot be undertaken without processing personal data, but individuals' rights (see section 8 for further information) are protected at all times.

3 How will personal data be obtained?

Personal data will be collected directly from survey respondents using the online survey tool, Tivian.

Restricted

Drawing on its partnerships and networks, Hg Foundation will share a link to the survey with staff responsible for recruitment in a range of organisations.

Participation in the survey is entirely voluntary.

4 What personal data is being collected by this project?

The personal data collected in this project will include:

- Role
- Sector of employer
- Size of employer
- Turnover of employer
- Location of employer main operations
- Whether employer recruits in the UK.

NFER will also process participating individuals' responses and views on tech hiring.

5 Who will personal data be shared with?

NFER will produce a publishable report. No individual or organisation will be identifiable in it.

NFER will not share any personal data with The HG Foundation or any other parties and data will not be used for any other purposes.

The online survey data is collected via Tivian which stores survey responses in Azure and AWS data centre infrastructure in the European Union. Tivian's privacy notice is available: <https://www.tivian.com/uk/privacy-policy-2/>

6 Is personal data being transferred to a third country?

NFER will not transfer any data outside of the UK.

The online survey data collected via Tivian stores survey responses in the European Union.

When we, or our permitted third parties, transfer your information outside the UK we or they will impose contractual obligations on the recipients of that data to protect your information to the standard required in the European Economic Area (EEA).

7 How long will personal data be retained?

NFER will delete any personal data within a year of publication of the final report. The report is scheduled for publication in September 2025 and NFER will have deleted personal data by September 2026.

Public

8 Can I stop my personal data being used?

NFER handles personal data in accordance with the rights given to individuals under data protection legislation. Under certain circumstances data subjects have the right:

- to request access to information that is held about them (a data subject access request)
- to have personal data rectified if it is inaccurate or incomplete
- to request the deletion or removal of personal data where there is no compelling reason for its continued processing
- to restrict processing of personal data (for example, permitting its storage but no further processing)
- to object to processing
- to data portability
- not to be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect.

To exercise any of these rights, please contact the NFER's Compliance Officer at compliance@nfer.ac.uk

If you contact us to exercise one of these rights, we may need to request specific information from you to help us confirm your identity and ensure your right to access the information (or to exercise any of your other rights). This helps us ensure that personal information is not disclosed to any person who has no right to receive it.

9 Who can I contact about this project?

For any queries about the day-to-day management of the data processing outlined in this privacy notice, please contact Suzanne Straw at NFER: s.straw@nfer.ac.uk.

If you have a concern about the way this project processes personal data, we request that you raise your concern with us in the first instance (see details above). If you remain dissatisfied, you can contact the Information Commissioner's Office, the body responsible for enforcing data protection legislation in the UK, at: <https://ico.org.uk/concerns/>.

10 Updates

We keep this privacy notice under review to make sure it is up-to-date and accurate. Any changes will be noted. The date when this privacy notice was last updated is shown in the footer at the bottom of this document.