

MAYOR OF LONDON

London Talent Pathways Privacy Notice for Employers



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Greater London Authority
October 2025

Published by:
Greater London Authority
City Hall

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About

This privacy notice explains how data containing your personal information is collected on behalf of the Greater London Authority by potential bidders to the London Talent Pathways (LTP) funding opportunity and how it is shared and processed for the following purposes:

- Verifying employer engagement with the bidder
- Research and evaluation purposes including surveys and interviews as part of the process and outcome evaluation.
- Contact by the GLA regarding curriculum planning discussions with successful organisations subject to feedback from GLA Employer Boards.
- Any other purpose that may be required that promotes the robust evaluation and continuous improvement of the LTP programme.

The privacy notice should be used in line with the LTP Prospectus and all LTP Application Guidance.

Who are we and what we do

The Greater London Authority (GLA), also known as City Hall, is London's regional government and the home of the Mayor of London, the London Assembly and the staff who support them. Find out more about what we do and who we work with at www.london.gov.uk.

For the purposes of relevant data protection legislation, the GLA is the data controller for personal information it processes.

How we use your personal information

The GLA will set out for bidders and grant providers post competition what data they must collect from employers, how they must collect and share it and the specific purposes for which this data will be processed.

Personal information collected from employers is treated as confidential and collected only for the purposes set out above. Any information shared publicly will be anonymised so you cannot be identified.

The GLA (and its contracted research organisation) will use the data for policy development and to help improve education services. We may publish the findings for use by other relevant organisations (e.g. DfE or DWP) and for the purposes of transparency in how we are using public funds. None of your individualised data will be identified.

We will use the data provided for the following purposes:

Verifying employer engagement with the provider

Providing Employer Letters of Support is one of the key aspects of the due diligence process for skills and training organisations applying to secure funding in the LTP programme. Bidders are expected to co-design their suggested provision with employers based on existing skills gaps and employer needs before submitting their application for funding.

Research and evaluation purposes including surveys and interviews as part of the process and outcome evaluation.

We are collecting personal data about you [described in section 4 below] in your role as an employer engaged with LTP grant providers, to help the GLA understand the performance provision and if they are achieving their intended aims in relation to employer engagement.

This is important because it allows us to be transparent about how the Mayor of London spends public money and measures the impact that policies are having, as well as helping us make improvements to future policy.

We may also request your participation in interviews and surveys as part of the evaluation of the programme.

The GLA may also request your participation in providing feedback and responding to surveys on the LTP programme and this data is made available to the GLA.

Contact by the GLA regarding curriculum planning discussions with successful organisations subject to feedback from GLA Employer Boards

The GLA may contact employers to verify whether grant providers maintain engagement with employers throughout the period of their grant agreement via their employer engagement units.

Additional requirements

From time to time, there may be other purposes we need to process your data. This includes any other purpose that may be required that promotes the robust evaluation and continuous improvement of Skills and Employment funding policy, and ensures we achieve maximum value for money for the taxpayer. We will only process your data where data protection legislation allows us to do so.

The nature of your personal data we will be using

The categories of your personal data that we will be using for this project are:

- your full name
- your work email address
- your job title
- your work telephone number

You should note that our use of your personal data is limited to processing for the purposes listed above in relation to you in your role as an employer.

Why we handle personal information

Under the UK GDPR and Data Protection Act 2018, the GLA we will rely on the lawful basis of public task, (Article 6(1)(e)) because the processing is necessary for us to perform a task in the public interest.

Who we share your personal data with

When organisations contact employers, either during the competition process or following grant award, we expect them to email this privacy notice to you to outline what data we will collect, why and for what purposes and to secure your agreement to collect and share the data in the ways set out. Furthermore, we expect organisations to confirm to the GLA that they have secured your agreement to collect and share your data and to allow GLA to process it, prior to sharing the data with us.

Employer Letters of Support will be emailed from employer business email addresses and securely uploaded onto the GLA's Open Project System (OPS).

We sometimes need to make personal data available to other organisations. These include the Department for Education (DfE) or the Department for Work and Pensions (DWP) who are Joint Controllers for the purposes of Data Protection Legislation with respect to Learner and Provider participation data and Provider performance data, contracted partners whom we may employ to process your personal data on our behalf and/or other organisations (with whom we need to share your personal data for specific purposes, including research and evaluation).

Where we need to share your personal data with others, we ensure that this sharing complies with data protection legislation. For the purposes of this project, we need to share your personal data with external evaluators working for the GLA under contract who may:

- Contact you directly to invite you to take part in research (e.g., qualitative interviews and/or surveys) to understand your experience of engaging with the LTP programme. Participation in the research is voluntary.
- If you do not want to participate in these interviews/surveys, you can request this from our third-party contractor if you are contacted.

How long we will keep your personal data

We will keep your personal data in its original format for a maximum of seven years, from the close of the project, at which point it will be securely destroyed. A pseudonymised version of your personal data to be used for research purposes may be kept for a maximum of seven years, however the GLA may conduct reviews every three years to test if it is necessary to still retain this data.

For qualitative interviews, the GLA (or its contracted research supplier) will review the notes, recordings, and other research data after the session. Voice recordings will be deleted by the research contractor no later than one year after the interview has taken place.

Your data protection rights

Under certain circumstances, you have the right:

- to ask us for access to information about you that we hold
- to have your 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 our processing of your personal data (i.e. permitting its storage but no further processing)
- to object to direct marketing (including profiling) and processing for the purposes of scientific/historical research and statistics
- not to be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect on you

If you need to contact us regarding any of the above, please contact:

ASFcompetition@london.gov.uk.

If you do not want to participate in interviews/surveys, you can request this from our third-party contractor as outlined in section 6 above.

Further information about your data protection rights is provided on the [Information Commissioner's website](#).

Withdrawal of consent and the right to lodge a complaint

If you (employers) decide you do not want your data to be used, you can notify the GLA and withdraw from further involvement. No further data will be collected/linked on that employer beyond that point.

Alternatively, you have the right to raise any concerns with the Information Commissioner's Office (ICO) via their website at <https://ico.org.uk/concerns/>.

Last updated

We may need to update this privacy notice periodically, so we recommend that you revisit this information from time to time.

This version was last updated in October 2025 and will be updated again in May 2026, following the end of the competition.

Other formats and languages

For a large print, Braille, disc, sign language video or audio-tape version of this document, please contact us at the address below:

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Greater London Authority

City Hall

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