



Purpose for processing	Necessary for Performance of Contract	Necessary to comply with a Legal Obligation	Legitimate Interest	Consent	Details of our Legitimate Interest
Recruitment and selection	Y	Y	Y		We have a legitimate interest in fully assessing applications for employment to ensure only suitable and appropriate candidates are both assessed and selected, so that we identify the right people for our business who will be able to contribute to our operations and culture.
Appropriate vetting for recruitment and team allocation including, where relevant and appropriate right to work verification, identity fraud checks, criminal record checks (if and to the extent permitted by applicable laws), relevant employment history, references, relevant regulatory status and professional qualifications;	Y	Y	Y		We have a legitimate interest in managing our business operations in the most effective way and need to make decisions relating to the future of our business in order to preserve its business operations or grow its business, including the interests of the workforce as a whole and our customer base. This includes fully assessing applications for employment to ensure that only suitable and appropriate candidates are both assessed and selected.
Applying to be in a Talent Pool & Registering in a database.			Y		We have a legitimate interest in retaining applicants' information for consideration for future ITV roles for which they may be suitable candidates.
Monitoring applicants to ensure equality of opportunity and diversity with regard to personal characteristics protected under applicable anti-discrimination laws;			Y		We have a legitimate interest in ensuring that we take action to prevent discrimination and promote an inclusive and diverse workplace.
Reporting - Retaining applicants information for reporting purposes both internally & externally to ensure we are recruiting in a fair, transparent way and to ensure we are diverse.			Y		We have a legitimate interest in ensuring that our workforce reflects the diversity of modern society.



<p>Operating email for applicants to the extent permitted by applicable laws, the Company carries our monitoring of the Company's IT systems to protect and maintain the integrity of the Company's IT systems and infrastructure; to ensure compliance with the Company's IT policies and to locate information through searches where needed for a legitimate business purpose;</p>	Y	Y	Y		<p>We have a legitimate interest in managing our workforce and operating our business. This includes maintaining the integrity and the security of our data and facilitating records management.</p>
<p>Monitoring of the Company's buildings including CCTV, office locations and storage facilities to ensure the safekeeping of productions, safety of ITV members of staff, visitors, applicants, talent.</p>	Y	Y	Y		<p>We have a legitimate interest in ensuring the safety of our workforce whilst they undertake their appropriate duties and ensuring that its business, clients, employees and systems are protected including protecting our assets and the integrity of our systems, detecting and preventing loss of our confidential information and proprietary information.</p>
<p>Cookies and digital advertising - for further details please see our [Cookies Policy]</p>				Y	N/A