***objection handling***

***gdpr / Digital security / confidentiality***

The following information will help you give suitable responses when a potential employer raises objections about offering an industry placement on grounds of digital security, data protection or confidentiality.

| **Employer objection** | **Your response** | ***Where can you find further guidance?*** |
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| **Students will be in situations where they will have access to data so I am worried they could breach GDPR rules and we could get fined or sued.** | Your normal data and cyber-security policies and procedures will apply to industry placement students. Your business is responsible for complying with data protection legislation if it handles personal data, this includes students handling data on a placement.  As part of your induction with the student, you should outline the organisation’s policies and procedures that students must adhere to whilst on the working premises, including any GDPR rules.  Students can also undertake mandatory work-based training that other employees would usually complete to help with their induction into the organisation e.g. on guidance and training on handling data or sensitive information. | UK GDPR [regulation](https://ico.org.uk/for-organisations/uk-gdpr-guidance-and-resources/) |
| **I don’t want students working in digitally secure areas of our business.** | We will work with you to help balance the range of tasks needed for the placement, with limiting access to data or secure areas.  Tasks can always be designed which consider how great the risk is of students mishandling personal data or confidential information, before giving them a task which involves this. |  |
| **My business deals in confidential matters such as commercially sensitive information** | In many industries students may be exposed to commercially sensitive or confidential information during their placement.  If it is normal practice to put clauses in place to protect your business from your employees, then it is recommended that you simply follow the same principles for students.  You can draw up a confidentiality statement for students to sign, which although not legally binding, it should give you peace of mind and confirm to students how important confidentiality is to your business. |  |