
PRIVACY POLICY

BACKGROUND:

Elementa Support Services Ltd understands that your privacy is important to you and that you care about how your personal data is used. We respect and value the privacy of everyone who visits this website, www.elementa.org.uk, and will only collect and use personal data in ways that are described here, and in a way that is consistent with our obligations and your rights under the law.

Please read this Privacy Policy carefully and ensure that you understand it.

1. Definitions and Interpretation

In this Policy the following terms shall have the following meanings:

“Account”	means an account required to access and/or use certain areas and features of our Site;
“Cookie”	means a small text file placed on your computer or device by our Site when you visit certain parts of our and/or when you use certain features of our Site. Details of the Cookies used by our Site are set out in Part 14, below; and
“Cookie Law”	means the relevant parts of the Privacy and Electronic Communications (EC Directive) Regulations 2003;

2. Information About Us

Our Site is owned and operated by Elementa Support Services Ltd, a Limited Company registered in England under company number 11556314.

Registered address: The Stable, 3-6 Wadham Street, Weston-super-Mare, BS23 1JY.

VAT number: 305262339.

Data Protection Officer: Sarah Morrison.

Email address: policy@elementa.org.uk

Telephone number: 0117 325 9523.

Postal address: The Stable, 3-6 Wadham Street, Weston-super-Mare, BS23 1JY.

We are regulated by the ICO, registration number: **A8831450**

3. What Does This Policy Cover?

This Privacy Policy applies only to your use of Our Site. Our Site may contain links to other websites. Please note that we have no control over how your data is collected, stored, or used by other websites and we advise you to check the privacy policies of any such websites before providing any data to them.

4. What Is Personal Data?

Personal data is defined by the UK GDPR and the Data Protection Act 2018 (collectively, “the Data Protection Legislation”) as ‘any information relating to an identifiable person who can be directly or indirectly identified in particular by reference to an identifier’.

Personal data is, in simpler terms, any information about you that enables you to be identified. Personal data covers obvious information such as your name and contact details, but it also covers less obvious information such as identification numbers, electronic location data, and other online identifiers.

5. What Are My Rights?

Under the Data Protection Legislation, you have the following rights, which we will always work to uphold:

- a) The right to be informed about our collection and use of your personal data. This Privacy Policy should tell you everything you need to know, but you can always contact us to find out more or to ask any questions using the details in Part 15.
- b) The right to access the personal data we hold about you. Part 13 will tell you how to do this.
- c) The right to have your personal data rectified if any of your personal data held by us is inaccurate or incomplete. Please contact us using the details in Part 15 to find out more.
- d) The right to be forgotten, i.e. the right to ask us to delete or otherwise dispose of any of your personal data that we hold. Please contact us using the details in Part 15 to find out more.
- e) The right to restrict (i.e. prevent) the processing of your personal data.
- f) The right to object to us using your personal data for a particular purpose or purposes.
- g) The right to withdraw consent. This means that, if we are relying on your consent as the legal basis for using your personal data, you are free to withdraw that consent at any time.
- h) The right to data portability. This means that, if you have provided personal data to us directly, we are using it with your consent or for the performance of a contract, and that data is processed using automated means, you can ask us for a copy of that personal data to re-use with another service or business in many cases.
- i) Rights relating to automated decision-making and profiling. We do not use your personal data in this way.

For more information about our use of your personal data or exercising your rights as outlined above, please contact us using the details provided in Part 15.

It is important that your personal data is kept accurate and up to date. If any of the personal data we hold about you changes, please keep us informed as long as we have that data.

Further information about your rights can also be obtained from the Information Commissioner's Office or your local Citizens Advice Bureau.

If you have any cause for complaint about [our] **OR** [my] use of your personal data, you have the right to lodge a complaint with the Information Commissioner's Office. [We] **OR** [I] would welcome the opportunity to resolve your concerns [ourselves] **OR** [myself], however, so please contact [us] **OR** [me] first, using the details in Part 15.

6. What Data Do You Collect and How?

Depending upon your use of Our Site, we may collect and hold some or all of the personal and non-personal data set out in the table below, using the methods also set out in the table. Please also see Part 14 for more information about our use of Cookies and similar technologies and our Cookie Policy <https://elementa.org.uk/cookie-policy> . We **do** collect 'special category' or 'sensitive' personal data and data relating to criminal convictions and/or offences to ensure our compliance with KCSIE 2020 when recruiting staff to work with young people (as per standard Safer Recruitment Processes).

Data Collected	How We Collect the Data
Identity Information including: <ul style="list-style-type: none"> • Full name • Preferred name/ "known as" name • Date of birth • National Insurance number • DBS Reference number 	Candidate Registration Form www.elementa.org.uk/register
Contact information including: <ul style="list-style-type: none"> • Address • Email address • Phone number 	Candidate Registration Form www.elementa.org.uk/register
Payment information including: <ul style="list-style-type: none"> • Bank account name • Bank account number • Bank sort code 	Candidate Registration Form www.elementa.org.uk/register
Profile information including: <ul style="list-style-type: none"> • Working history • Career interests • Personal qualifications • Car ownership status • Self-Assessed Right to Work Status 	Candidate Registration Form www.elementa.org.uk/register
Personal referencing information: <ul style="list-style-type: none"> • Name of referee • Email of referee • Type of referee (professional/personal) 	Candidate Registration Form www.elementa.org.uk/register

7. How Do You Use My Personal Data?

Under the Data Protection Legislation, we must always have a lawful basis for using personal data. The following table describes how we use your personal data, and our lawful bases for doing so:

What We Do	What Data We Use	[Our] OR [My] Lawful Basis
Completing Registration Form to Engage with The Company	All submitted data	This data is used to lawfully employ the individual on a temporary basis.
Running Employee Payroll	Identity Information including: <ul style="list-style-type: none"> • Full name • Preferred name/ "known as" name • Date of birth • National Insurance number • DBS Reference number Payment information including: <ul style="list-style-type: none"> • Bank account name • Bank account number • Bank sort code 	This data is used to administer payroll to pay employees for the work they have completed on a temporary basis.
Communicating with you.	<ul style="list-style-type: none"> • Email address. 	We will only provide you with

	<ul style="list-style-type: none"> • Phone number. 	employment related information, necessary to your employment. We will never send you marketing communications without strict “opt-in” preference.
--	---	---

With your permission and/or where permitted by law, we may also use your personal data for marketing purposes, which may include contacting you by email and or telephone and/or text message with information, news, and offers on our services. You will not be sent any unlawful marketing or spam. We will always work to fully protect your rights and comply with our obligations under the Data Protection Legislation and the Privacy and Electronic Communications (EC Directive) Regulations 2003, and you will always have the opportunity to opt-out. We will always obtain your express opt-in consent before sharing your personal data with third parties for marketing purposes and you will be able to opt-out at any time.

We will only use your personal data for the purpose(s) for which it was originally collected unless we reasonably believe that another purpose is compatible with that or those original purpose(s) and need to use your personal data for that purpose. If we do use your personal data in this way and you wish us to explain how the new purpose is compatible with the original, please contact us using the details in Part 15.

If we need to use your personal data for a purpose that is unrelated to, or incompatible with, the purpose(s) for which it was originally collected, we will inform you and explain the legal basis which allows us to do so.

In some circumstances, where permitted or required by law, we may process your personal data without your knowledge or consent. This will only be done within the bounds of the Data Protection Legislation and your legal rights.

8. How Long Will You Keep My Personal Data?

We will not keep your personal data for any longer than is necessary in light of the reason(s) for which it was first collected. Your personal data will therefore be kept for the following periods (or, where there is no fixed period, the following factors will be used to determine how long it is kept):

Type of Data	How Long We Keep It
Identity Information including: <ul style="list-style-type: none"> • Full name • Preferred name/ “known as” name • Date of birth • National Insurance number • DBS Reference number 	Data is stored for 6 months after the individual has ceased engagement with us.
Contact information including: <ul style="list-style-type: none"> • Address • Email address • Phone number 	Data is stored for 6 months after the individual has ceased engagement with us.
Payment information including: <ul style="list-style-type: none"> • Bank account name • Bank account number • Bank sort code 	Data is destroyed on the individuals last day of engagement with us.
Profile information including: <ul style="list-style-type: none"> • Working history 	Data is stored for 6 months after the individual has ceased engagement with us.

<ul style="list-style-type: none"> • Career interests • Personal qualifications • Car ownership status • Self-Assessed Right to Work Status 	
Personal referencing information: <ul style="list-style-type: none"> • Name of referee • Email of referee • Type of referee (professional/personal) 	Data is stored for 6 months after the individual has ceased engagement with us.

9. How and Where Do You Store or Transfer My Personal Data?

We will only store your personal data in the UK. This means that it will be fully protected under the Data Protection Legislation.

Legislation as follows:

We ensure that your personal data is protected under binding corporate rules. Binding corporate rules are a set of common rules which all our group companies are required to follow when processing personal data. For further information, please refer to the [Information Commissioner’s Office](#).

The security of your personal data is essential to us, and to protect your data, we take a number of important measures, including the following:

- limiting access to your personal data to those employees, agents, contractors, and other third parties with a legitimate need to know and ensuring that they are subject to duties of confidentiality;
- procedures for dealing with data breaches (the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, your personal data) including notifying you and/or the Information Commissioner’s Office where we are legally required to do so;
- we run regular screens to ensure we are only storing the data we need to and have legitimate requirement for, meaning that when we don’t need to store your data – it will be safely destroyed and remove from our systems.
- All of our systems have rigorous security checks in place to prevent any unauthorised access, hacking or breach.

10. Do You Share My Personal Data?

We will not share any of your personal data with any third parties for any purposes, subject to the following exception(s).

Any new owner of our business may continue to use your personal data in the same way(s) that we have used it, as specified in this Privacy Policy.

In some limited circumstances, we may be legally required to share certain personal data, which might include yours, if we are involved in legal proceedings or complying with legal obligations, a court order, or the instructions of a government authority.

11. How Can I Control My Personal Data?

11.1 In addition to your rights under the Data Protection Legislation, set out in Part 5, when you submit personal data via Our Site, you may be given options to restrict our use of your personal data. In particular, we aim to give you strong controls on our use of your data for direct marketing purposes (including the ability to opt-out of receiving emails from us which you may do by unsubscribing using the links provided in our emails and at the point of providing your.

11.2 You may also wish to sign up to one or more of the preference services operating in the UK: The Telephone Preference Service (“the TPS”), the Corporate Telephone Preference Service (“the CTPS”), and the Mailing Preference Service (“the MPS”). These may help to prevent you receiving unsolicited marketing. Please note, however, that these services will not prevent you from receiving marketing communications that you have consented to receiving.

12. Can I Withhold Information?

You may access large areas of our Site without providing any personal data at all.

You may restrict our use of Cookies. For more information, see Part 14 or our Cookie Policy: www.elementa.org.uk/cookie-policy/

13. How Can I Access My Personal Data?

If you want to know what personal data we have about you, you can ask us for details of that personal data and for a copy of it (where any such personal data is held). This is known as a “subject access request”.

All subject access requests should be made in writing and sent to the email or postal addresses shown in Part 15.

There is not normally any charge for a subject access request. If your request is ‘manifestly unfounded or excessive’ (for example, if you make repetitive requests) a fee may be charged to cover our administrative costs in responding.

We will aim to respond to your subject access request within 30 days of receiving it. Normally, we aim to provide a complete response, including a copy of your personal data within that time. In some cases, however, particularly if your request is more complex, more time may be required up to a maximum of three months from the date we receive your request. You will be kept fully informed of our progress.

14. How Do You Use Cookies?

For more information about our Cookie Policy and use of cookies, visit: www.elementa.org.uk/cookie-policy/

15. How Do I Contact You?

To contact us about anything to do with your personal data and data protection, including to make a subject access request, please use the following details, for the attention of “Company Directors”.

Email address: policy@elementa.org.uk

Telephone number: 0117 325 9523.

Postal Address: The Stable, 3-6 Wadham Street, Weston-super-Mare, BS23 1JY.

16. Changes to this Privacy Policy

We may change this Privacy Notice from time to time. This may be necessary, for example, if the law changes, or if we change our business in a way that affects personal data protection.

Any changes will be immediately posted on our Site and you will be deemed to have accepted the terms of the Privacy Policy on your first use of our Site following the alterations. We recommend that you check this page regularly to keep up to date.

This Privacy Policy was last updated in September 2020.