

Privacy Policy for Weightman Associates Limited

Introduction

Weightman Associates Limited is committed to data security and the fair and transparent processing of personal data and how we treat the personal data you provide us to ensure compliance with the General Data Protection Regulation (EU) 2016/679 (**GDPR**).

Who are we?

Weightman Associates Limited is a human resource and training consultancy was founded in 1985. It was established to give practical independent advice and assistance to organisations who are going through change or are growing.

The organisation prides itself on its practical approach. This is achieved because all of our consultants have considerable line management experience. This experience has been gained in Blue Chip organisations in functions as diverse as Production, Engineering, Commercial and Human Resources.

We provide practical training, learning and coaching solutions to all types of organisation. We also facilitate open events and conferences for our clients.

Our registered address is Weightman Associates 41 Greystoke Park, Newcastle upon Tyne NE3 2DZ. For the purposes of the GDPR, Weightman Associates Limited is the 'controller' of the personal data you provide to us.

If you have any queries about this Policy, the way in which Weightman Associates Limited processes personal data, or about exercising any of your rights, please send an email to info@weightmanassociates.com or write to Weightman Associates 41 Greystoke Park, Newcastle upon Tyne NE3 2DZ,

Weightman Associates owns and operates www.weightmanassociates.com (**Website**). This Policy, together with our Website terms of use and any other documents referred to in them, sets out the basis on which Weightman Associates processes personal data via our Website.

What personal data do we collect?

We may collect and process the following personal data:

Information you provide to us:

If you:

- complete a form on our Website;
 - complete a survey;
 - correspond with us by phone, e-mail, or in writing;
 - report a problem;
 - sign up to receive our communications;
 - enter into a contract with us to receive products and/or services,
- we may collect your name, e-mail address, postal address, telephone number and job role.

Sensitive personal data

We normally do not require the collection of sensitive personal data from you (that is, information about your racial or ethnic origin, political opinions, religious beliefs, trade union activities, physical or mental health). If there are circumstances where this information is collected, we will only do so on the basis of your explicit consent.

How do we use your personal data?

When we ask you to supply us with personal data we will make it clear whether the personal data we are asking for must be supplied so that we can provide the products and services to you, or whether the supply of any personal data we ask for is optional.

Contract performance: we may use your personal data to fulfil a contract, or take steps linked to a contract:

- to provide the products and/or services to you;
- to communicate with you in relation to the provision of the contracted products and services;
- to provide you with administrative support such as account creation, security, and responding to issues; and
- provide you with industry information, surveys, information about our awards and events, offers and promotions, related to the products and/or services.

Legitimate interests: where this is necessary for purposes which are in our, , legitimate interests. These interests are:

- providing you with newsletters, surveys, information about our awards and events, offers, and promotions, related to products and services offered by Weightman Associates Limited which may be of interest to you;
- communicating with you in relation to any issues, complaints, or disputes;
- improving the quality of experience when you interact with our products and/or services, including testing the performance and customer experience of our Website;
- performing analytics on sales/marketing data, determining the effectiveness of promotional campaigns.
- send you newsletters, surveys, information about our events, offers, and promotions, related to products and services offered by Weightman Associates Limited which may be of interest to you;
- developing, improving, and delivering marketing and advertising for products and services offered by Weightman Associates Limited

NOTE: you have the right to object to the processing of your personal data on the basis of legitimate interests as set out below, under the heading Your rights.

Where required by law: we may also process your personal data if required by law, including responding to requests by government or law enforcement authorities, or for the prevention of crime or fraud.

Who do we share your personal data with?

We may also share your personal data with trusted third parties limited to those only listed below:

- legal and other professional advisers, consultants, and professional experts;
- We will ensure there is a contract in place with the categories of recipients listed above which include obligations in relation to the confidentiality, security, and lawful processing of any personal data shared with them.

We will share personal data with law enforcement or other authorities if required by applicable law.

How long will we keep your personal data?

Where there is a contract between us, we will retain your personal data for the duration of the contract, and for a period of six years following its termination or expiry, to ensure we are able to comply with any contractual, legal, audit and other regulatory requirements, or any orders from competent courts or authorities.

Where you receive marketing communications from us, you may change your preferences or unsubscribe from marketing communications at any time by clicking the unsubscribe link in an email from us.

Where do we store your personal data and how is it protected?

We store your personal data in secure data centres in the UK or European Union. We take reasonable steps to protect your personal data from loss or destruction. We also have procedures in place to deal with any suspected data security breach. We will notify you and any applicable regulator of a suspected data security breach where we are legally required to do so.

Unfortunately, the transmission of information via the internet is not completely secure. Although we will do our best to protect your personal data, we cannot guarantee the security of your personal data transmitted to our Website; any transmission is at your own risk. Once we have received your personal data, we will use strict procedures and security features to try to prevent unauthorised access.

Your rights

Under the GDPR, you have various rights with respect to our use of your personal data:

Right to Access

You have the right to request a copy of the personal data that we hold about you by contacting us at the email or postal address given below. Please include with your request information that will enable us to verify your identity. We will respond within 30 days of request. Please note that there are exceptions to this right. We may be unable to make all information available to you if, for example, making the information available to you would reveal personal data about another person, if we are legally prevented from disclosing such information. Or if your request is manifestly unfounded or excessive.

Right to rectification

We aim to keep your personal data accurate and complete. We encourage you to contact us using the contact details provided below to let us know if any of your personal data is not accurate or changes, so that we can keep your personal data up-to-date.

Right to erasure

You have the right to request the deletion of your personal data where, for example, the personal data are no longer necessary for the purposes for which they were collected, where you withdraw your consent to processing, where there is no overriding legitimate interest for us to continue to process your personal data, or your personal data has been unlawfully processed. If you would like to request that your personal data is erased, please contact us using the contact details provided below.

Right to object

In certain circumstances, you have the right to object to the processing of your personal data where, for example, your personal data is being processed on the basis of legitimate interests and there is no overriding legitimate interest for us to continue to process your personal data, or if your data is being processed for direct marketing purposes. If you would like to object to the processing of your personal data, please contact us using the contact details provided below.

Right to restrict processing

In certain circumstances, you have the right to request that we restrict the further processing of your personal data. This right arises where, for example, you have contested the accuracy of the personal data we hold about you and we are verifying the information, you have objected to processing based on legitimate interests and we are considering whether there are any overriding legitimate interests, or the processing is unlawful and you elect that processing is restricted rather than deleted. Please contact us using the contact details provided below.

Right to data portability

In certain circumstances, you have the right to request that some of your personal data is provided to you, or to another data controller, in a commonly used, machine-readable format. This right arises where you have provided your personal data to us, the processing is based on consent or the performance of a contract, and processing is carried out by automated means. If you would like to request that your personal data is ported to you, please contact us using the contact details provided below.

Please note that the GDPR sets out exceptions to these rights. If we are unable to comply with your request due to an exception we will explain this to you in our response.

Contact

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Complaints

If you believe that your data protection rights may have been breached, and we have been unable to resolve your concern, you may lodge a complaint the applicable supervisory authority or to seek a remedy through the courts. Please visit <https://ico.org.uk/concerns/> for more information on how to report a concern to the UK Information Commissioner's Office.

Changes to our Policy

Any changes we may make to our Policy in the future will be posted on this page and, where appropriate, notified to you by e-mail. Please check back frequently to see any updates or changes to our Policy.

As at 16th May 2018