

Privacy Policy

1. Introduction

Real Purpose Ltd ("we", "us", or "our") is committed to protecting the privacy and security of your personal data. This Privacy Policy explains how we collect, use, and safeguard your information in compliance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.

2. Who We Are

Real Purpose Ltd (company number: 15110169) is a not-for-profit social enterprise dedicated to improving lives through employment, learning, and volunteering opportunities. As the Data Controller, we determine how and why your personal data is processed.

For any questions regarding this Privacy Policy or data protection, you can contact our Data Protection Officer:

Contact Details

Peter Smith | Phone: 0800 688 9938

3. What Information We Collect

We may collect and process the following personal data about you:

Personal Identifiers: Name, address, phone number, email address, etc.

Sensitive Data (where explicit consent is given): Health details, ethnicity, religion, etc.

Usage Data: Information about how you use our website and services.

4. How We Use Your Data

We process your personal data for the following purposes:

- To provide our services, including employment, volunteering, and training programmes.
- To comply with legal obligations.
- To communicate with you about our services, events, or opportunities.
- For monitoring and evaluation (e.g., diversity monitoring).

We will ensure that your data is processed lawfully, fairly, and transparently.

5. Lawful Basis for Processing

We rely on the following lawful bases for processing your data:

- Your explicit consent, where required.
- Compliance with a legal obligation.
- To protect your vital interests or those of another person.
- Where necessary for the performance of a contract with you.
- Legitimate interests pursued by us, provided they do not override your rights.

6. Sharing Your Data

We may share your personal data with:

- Local authorities, funding bodies, or partner organisations.
- Service providers who process data on our behalf.

We will seek your consent before sharing your data, except where disclosure is required by law or is otherwise permitted under data protection regulations. In such instances, we will inform you of the disclosure unless we are legally prohibited from doing so.

7. Your Rights

Under data protection laws, you have the following rights:

- Access: Request a copy of the personal data we hold about you.
- Rectification: Request corrections to inaccurate or incomplete data.
- Erasure: Request deletion of your data, subject to certain conditions.
- Restriction: Request to limit how we process your data.
- Objection: Object to certain types of processing, such as direct marketing.
- Data Portability: Request transfer of your data to another party.

To exercise any of these rights, please contact our Data Protection Officer (details above).

8. Data Retention

We will only retain your data for as long as necessary to fulfill the purposes outlined in this policy or as required by law. Any data no longer needed will be securely deleted.

9. Data Security

We implement appropriate technical and organisational measures to protect your data from unauthorised access, loss, or misuse. These include encryption, restricted access, and secure disposal of data.

10. Cookies

Our website may use cookies to enhance user experience and analyse website usage. You can manage cookie preferences in your browser settings.

11. Changes to This Privacy Policy

This policy will be reviewed regularly and updated as necessary. The latest version will always be available on our website.

12. Monitoring and Review

This policy will be reviewed annually or in response to significant changes in operations.

13. Approval and Version Control

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