

Privacy Notice

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Background

This Privacy Notice explains how we hold, collect and process your personal information in accordance with data protection laws. It explains why we collect personal information, what we collect, how we use it, who we share it with and how we protect it. It also details the rights available to you in relation to your personal information, how to exercise those rights and what to do if more information is required.

This notice applies to all personal information we hold in the context of an employment relationship with prospective, current and former employees. It is important that you read and retain this notice, together with any other notice we provide on specific occasions when we are collecting or processing personal information about you, so that you are aware of how and why we are using that information and your rights. We shall keep this notice under regular review.

Any reference to “personal information” in this notice means any information relating to a living individual, from which that living individual can be identified directly or indirectly (in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person). We do not consider anonymous data, or data where the identity of the individual has been irretrievably removed, personal information.

Who are we?

The company named on your employment contract, Focused Consulting Limited (“Focused”) is part of the PayStream group of companies, of Mansion House, Manchester Road, Altrincham, WA14 4RW, which we refer to as ‘us’ and ‘we’ in this Privacy Notice.

Whilst Focused is the entity which employs you to work on temporary assignments for external third parties, PayStream Accounting Services Limited (“PAS”) is the entity which employs internal staff to operate the running of the business and for making decisions as to the data we collect from employees and how such data is processed. As such, PAS is a Data Controller as defined by Article 4(7) of the UK GDPR and on the instruction of PAS, we process data as outlined in the following privacy notice.

How do we obtain your personal information?

Your recruitment business and/or a colleague or your end client may provide and confirm personal information to us such as your name and contact details, both prior to your employment (in order for us to contact you in respect of our employment offer) and/or throughout your employment (in order to set up subsequent assignments, for instance). Alternatively, you may have contacted us directly, either via our website or otherwise and in doing so may provide us your personal information.

As well as by email, via post or over the phone, personal information may be provided to us via our website, phone application (“app”) and/or our online web portal (“portal”).

We endeavour to keep safe any personal information that we collect, however it is obtained.

What personal information do we hold?

We may collect and hold a range of personal information about you which is relevant to your role and performance and we will continue to collect additional personal information throughout the period of you working for us. The type and volume of data we hold is dependent on the services and relationship you have with us. Such personal information includes but is not necessarily limited to:

- Personal details, including name, address, nationality, gender, date of birth, bank details and National Insurance (NI) number;
- Contact details and preferences, including postal address, email address, mobile, home and work phone numbers (where applicable);
- Statutory entitlements relating to annual leave, maternity, absences, pensions and salary sacrifice (where applicable);
- Information and documentation relating to your identity and your right to work in the UK and any associated checks we may carry out;
- Information relating to your pay (such as name, address, date of birth, national insurance (NI), bank details, gross to net pay, tax code); monitoring attendance (including timesheets where applicable); compromise agreements and settlement payments (where relevant);
- Any employment disputes such as investigations, grievances, disciplines, performance data or safeguarding issues (where applicable);
- Start and termination of employment dates and assignment information;
- Health information, for example, medical certificates, risk assessments, Occupational Health or Access to Work records, accident at work records and pregnancy information (as applicable);
- Criminal records data, which may be processed as part of onboarding processes and/or, where necessary, in the course of employment;
- Biometric Data (included in your identity and/or right to work documents for example) which may be processed as part of our onboarding processes and/or, where necessary in the course of your employment
- All incoming and outgoing calls;
- All incoming and outgoing emails that you send to us from a known email address;
- Timesheet processing and records;
- Information about the Internet Protocol (IP) address of devices used to access our website, portal and/or app, along with user information where certain actions are performed (such as when a user selects a certain option during the joining process for instance). Where you use the portal or app, certain anonymous information about the device you are using is also recorded automatically, such as the operating system, device settings, unique device identifiers and crash data (data analytics). The type of information collected depends on the type of device you are using. To learn more about what information your device makes available to us, please check the policies of your device manufacturer or software provider. Please contact us if you have any questions about your dealings with the portal or phone application.

Why do we need your personal information?

There are various reasons why we need to collect, store and use your personal information. Generally:

- Prior to your employment, we need personal information in order that we can get you set up quickly, so that we can call, text and email you to encourage you to accept our employment offer, as well as to complete onboarding requirements (such as checks of your identity and/or right to work in the UK).
- Once you are employed, we need to retain your personal information to manage the employment relationship, discharge our legal and contractual duties as your employer, deal with contract and insurance claims as necessary, and to respond to queries, for example from recruitment businesses in respect of the funds paid for our services.
- On termination of your employment, we retain personal information to comply with legal requirements (for instance, we are legally required to retain proof of your right to work after your employment has ended) and in our legitimate interests. For instance, holding your details on file allows you to easily re-join us in future. In rare circumstances, we may also need to refer to information we hold when dealing with ongoing legal and/or insurance disputes.

In all cases, we only collect, store and/or process your personal data where we have a lawful basis to do so. The lawful basis for our collection and use of your personal information may vary depending on the manner and purpose for which we collected it. Most commonly, we will collect, store and/or process personal information where we are required to comply with a legal obligation, for the performance of the contract we hold with you and/or where it is necessary for our legitimate interests in a way that you might reasonably expect to be a part of running our business and that does not significantly impact your interests, rights, and freedoms.

We have provided examples of how and when we rely on each of these bases below.

In order to comply with legal obligations, for example:

- We need to process your information for tax and reporting purposes and provide statutory entitlements.
- We may be under a legal obligation (and in some instances, may also be required for the performance of a contract) to provide information about you and your employment in response to a third-party request (to provide an employment reference or for debt-collection or legal/tax investigation purposes, for example).
- We are legally obliged to check every employee has the right to work in the UK and processing in this context is necessary for carrying out obligations and exercising specific rights of ours or yours in the field of employment, social security and social protection law.
- Furthermore, in some circumstances, we may collect information about your health to comply with our obligations in the field of health and safety and employment law.

For the performance of our contract with you, for example:

- We need to fulfil our contractual obligations, such as to pay you and provide to you any other entitlements you have arising out of the contract of employment you hold with us. We may also notify you from time to time of any contractual matters pursuant to your employment with us.

In our legitimate interests, for example:

- There are various reasons why we may contact you in relation to your relationship with us and the services you have shown interest in. Whilst this is not always in respect of marketing; we may send you marketing for instance in respect of services we provide; newsletters, industry news or safety bulletins on local environmental issues; information in relation to local events, holidays or festivals; and to understand your perceptions of our services and support from a business or legal aspect. We may also ask you to participate in voluntary surveys or competitions from time to time. We use surveys, reviews and marketing tools to get your feedback and make continuous improvements and to keep you informed of any news which may affect your employment with us or that, in our opinion, will improve our relationship. This may include enhancements to our website, app or portal or other IT capabilities.
- If you agree to the terms of our rewards scheme and choose to send a referral to us which includes personal information of your colleague, then we will use personal information to contact your colleague to introduce ourselves and will retain the details provided in line with the retention schedule outlined within this notice.
- Our website and portal use cookies (small text files that are placed on your computer or mobile phone when you browse websites) and we may record information about the Internet Protocol (IP) address of your device and data analytics to help provide you with the best experience we can.
- Disciplinary, grievance, redundancy, termination of employment information may also be processed for our legitimate interests, however this will depend on the circumstances. We may, for example, also rely on the performance of a contract or compliance with a legal obligation as our reason to process your information in this respect.

Further detail around why we require certain pieces of personal information are recorded below:

Personal Information	Primary Reason Obtained	Lawful Basis
Personal details, such as name, address, nationality, gender, date of birth, bank details and National Insurance (NI) number;	To contact you, pay you and to comply with our legal reporting requirements.	Performance of a Contract Legal Obligation
Contact details and preferences, including postal address, email address, mobile, home and work phone numbers (where applicable);	So that we (and in certain circumstances, our third-party providers) can contact you (whether prior to, during or in limited circumstances, after your employment has ended), to manage the employment relationship and in line with our legitimate interests.	Performance of a Contract Legitimate Interests

	We may for instance send marketing to you, or, otherwise contact you to offer you, at our discretion, a financial reward in return for you referring a colleague to us. We may contact you via post, phone and/or email or via the app. If you don't want to receive marketing contact from us you can let us know at any time.	
Statutory entitlements relating for instance, to annual leave, maternity, absences, pensions and salary sacrifice, sick pay and flexible working (where applicable);	In order to fulfil our legal duties as your employer in respect of your statutory entitlements and in line with your employment contract.	Legal Obligation Performance of a Contract
Information and documentation relating to the checking of your identity and your right to work in the UK;	In order to fulfil our legal duties as an employer to verify our employees and their right to work and identity. We check your right to work and identity and use external databases to do this and we will ask for documentation to support this. We will treat your identity and right to work documentation with upmost care and provide it with appropriate safeguards for your fundamental rights and interests.	Legal Obligation Legitimate Interests
Information relating to your pay (name, address, date of birth, national insurance (NI), bank details, gross to net pay, tax code), monitoring attendance; compromise agreements and settlement payments (where relevant); timesheet processing and records (including any expenses);	In order to pay you effectively and to comply with our legal reporting requirements.	Performance of a Contract Legal Obligation Legitimate Interests
Any employment disputes such as investigations, grievances, disciplines, performance data or safeguarding issues (where applicable) or complaints;	To manage the employment relationship and to discharge our legal duties as your employer.	Legal Obligation Legitimate Interests Performance of a Contract
Start and termination of employment dates, assignment information and employment contract;	To manage the employment relationship, fulfil our contractual obligations, and meet our statutory requirements.	Performance of a Contract Legal Obligation
Health information, for example, medical certificates, risk assessments, Occupational Health or Access to Work records, accident at work records and pregnancy information (as applicable);	To ensure that we are complying with our legal obligations as your employer (including but not limited to in respect of health and safety, performance/fit to work reviews, sick pay or duties under the Equality Act 2010). For example, if you need special assistance working in your environment due to health issues, we will want to understand and record specific information about your health so that we can make any reasonable adjustments. In certain circumstances, we may also need to share this information with third parties (for instance, where reasonable adjustments are	Legal Obligation Legitimate Interests Such processing is necessary for the purposes of performing or exercising obligations or rights imposed by law in connection with employment and for monitoring equality of opportunity or treatment, as permitted by the Data Protection Act 2018.

	required) or where our legal duty of care requires us to do so. See our Special Category and Criminal Records Data policy for more information.	
Criminal records data, which may be processed as part of onboarding processes and/or, where necessary, in the course of employment;	Criminal Records data to verify that candidates are suitable for employment or continued employment and to comply with legal and regulatory obligations to which we are subject. See our Special Category and Criminal Records Data policy for more information.	Legal Obligation Legitimate Interests Such processing is necessary to comply with regulatory requirements to establish whether or not someone has committed an unlawful act or been involved in dishonesty, malpractice or other seriously improper conduct, as permitted by the Data Protection Act 2018.
Biometric Data (Including photographic images) which may be processed as part of onboarding and/or, where necessary, in the course of employment	To comply with our legal obligations (e.g. checking job applicants' and employees' right to work in the UK) we may process such data where contained within right to work and identity documentation, either directly or via third party provider. See our Special Category and Criminal Records Data policy for more information.	Legal Obligation Such processing is necessary for the purposes of performing or exercising obligations or rights imposed by law in connection with employment, as permitted by the Data Protection Act 2018.
All incoming and outgoing calls and all incoming and outgoing emails that you send to us from a known email address;	For quality and audit purposes and for use where necessary in dealing with customer queries, complaints and legal issues if they arise.	Legitimate Interests
Cookies and information about the Internet Protocol (IP) address of devices used to access our website, portal and/or app, along with user information where certain actions are performed (such as when a user selects a certain option during the joining process for instance); and anonymous information about the device you are using, such as the operating system, device settings, unique device identifiers and crash data (data analytics).	In order for us to monitor the level of activity and service we provide and to improve the application. See our Cookie Policy for more information around our use of cookies.	Legitimate Interests
Furlough agreements and letters, evidence of claims made under the Coronavirus Job Retention Scheme.	To record any entitlement received under the CJRS as required by law and in line with our legitimate interests.	Legal Obligation Legitimate Interests

Note, the lists provided in this section are not exhaustive. Some of the above grounds for processing will overlap and there may be several grounds which justify our use of your personal information. There may also be additional or new legal requirements for instance that we or you need to adhere to from time to time which mean we are required to obtain and process your personal information.

As well as within the United Kingdom, personal information may be transferred to and processed in other jurisdictions where our third-party suppliers have operations. Whilst it is expected that any transfer of personal data will usually remain within the EEA in the vast majority of cases, on the rare occasion personal information is required to be transferred to a country outside the EEA without adequate data protection laws, then unless an exemption for restricted transfers apply, we will ensure such transfers are made in compliance with the requirements of relevant data protection laws (for example, by putting in place Standard Contractual Clauses where applicable).

We may also need to process your personal information without your knowledge or consent where this is required or permitted by law, and may use your personal information in the following situations; however, these are likely to be rare:

- Where we have your explicit consent
- Where we need to protect your interests (or someone else's interests)
- Where it is needed in the public interest or for official purposes

If during your employment with us, you choose to opt into additional benefits then there may be additional ways in which we use your data. As such, additional privacy notices may become applicable to you from time to time. You can read our privacy notices by visiting [here](#) and further information can be provided on request.

How long do we hold your personal data for?

Personal information collected by us will be held for as long as it is required to fulfil the purpose it was collected and to protect our business and our rights. The length of time we keep your information will depend on the type of information and the purpose for which it was obtained. To determine the appropriate retention period for personal data, we consider: the amount, nature and sensitivity of the personal data; the potential risk of harm from unauthorised use or disclosure of your personal data; the purposes for which we process your personal data and whether we can achieve those purposes through other means; and the applicable legal requirements.

Where we attempt to contact you to discuss our employment, but your application remains incomplete and you do not join us:

We will hold your personal information securely, for the purposes of our legitimate interests, for no more than 13 months from the date we first create an initial record for you on our internal system ("Creation Date"). Between 12-13 months from the Creation Date, the personal information that we hold about you will be deleted. During the period we do hold your personal information, we may contact you periodically to re-offer our employment. This is subject to the following exception:

Where statutory requirements, contractual requirements and/or ongoing legal disputes mean that we must keep your information for longer than 13 months:

Relevant personal information shall be retained for as long as necessary and dealt with on a case-by-case basis

Where you complete an application with us and we 'join' or 're-join' you on our systems, but your employment with us does not begin and you never receive any payments:

We will hold your personal information securely, for the purposes of our legitimate interests, for no more than 13 months from the latest date we 'joined' or 'rejoined' you on our internal systems after your application was completed ("Joined Date"). Between 12-13 months from the Joined Date, the personal information that we hold about you will be deleted. During the period we do hold your personal information, we may contact you periodically to re-offer our employment. This is subject to the following exception:

Where statutory requirements, contractual requirements and/or ongoing legal disputes mean that we must keep your information for longer than 13 months:

Relevant personal information shall be retained for as long as necessary and dealt with on a case-by-case basis

Where you complete an application with us, you 'join' or 're-join', and you receive payments from us (whether in the latest employment, or previously):

We will hold your personal information securely, for no more than 7 years following the date of the last payment you received (the "Last Paid Date"). Between 6-7 years following the "Last Paid Date", the personal information that we hold about you will be deleted. This is subject to the following exceptions:

Where statutory requirements, contractual requirements and/or ongoing legal disputes mean that we must keep your information for longer than 7 years:

Relevant personal information shall be retained for as long as necessary and dealt with on a case-by-case basis

Furlough agreements and letters, evidence of claims made under the Coronavirus Job Retention Scheme:	Retained for no more than 6 years from the Date of Agreement.
Third party emergency or next of kin details (if provided):	Retained for no more than 3 months from the end of the latest employment.
Health surveillance resulting from work incident (if applicable):	Retained for no more than 101 years from the date of the last action.

Under some circumstances we may anonymise your personal information so that it can no longer be associated with you. We reserve the right to use such anonymous and de-identified data for any legitimate business purpose without further notice to you or your consent.

How will we use the information about you?

We have an internal IT system which logs your journey with us, from when you join, your payments and end of employment. Our internal staff also use this system to make notes. If for example, you call up with a pay query, we will record this activity on the system.

In certain circumstances, we may also need to share your information with others including third-party service providers who provide services to us or on our behalf. We will do so where we are required by law, to assist us with administering the employment relationship with you, or where it is otherwise in our legitimate interests to do so. We only permit third parties to process your Personal Data for specified purposes in accordance with our instructions. Where we share data externally, we do this securely so as to reduce the likelihood of any data breach and we require third parties to respect the security of your data and to treat it in accordance with the law.

The most common reasons we may disclose your personal information are outlined in the table below:

Who may receive your personal information?	Reason	Lawful Basis
Approved 3rd parties:	To provide information to third parties, where you have notified us that you wish us to provide do so, such as prospective employers, lending institutions, pension providers, or life assurance organisations. We will share the required information in accordance with your instructions.	Legitimate Interests Performance of a Contract
External organisations as necessary for the purposes of the detection and prevention of crime (including financial crime and fraud) and credit risk reduction; insurance and other claims	To comply with any legal obligation or duty, to enforce or apply the employment contract, terms of use or other agreements, or, to protect the rights, property, or safety of us, our employees, customers or others. This may include, but is not limited to, sharing information with our insurance broker, insurance underwriters or other third parties who may be investigating debt, legal and/or tax issues. In the unlikely event that you owe us money, we will take steps to recover our funds which may involve sending your information to an external debt collection agency. Where you owe us money but we cannot locate you, we will also send your name, contact details (phone and email), date of birth, National Insurance number and date of last contact (if any) to an external tracing service	Legal Obligation Legitimate Interests
Professionals and other advisers	We may share or disclose personal information to professional advisers we engage for any reasonable purpose in connection with our business, including assistance in protecting our rights.	Legitimate Interests
Other external bodies	In limited circumstances, we may be required by law to disclose personal information to external bodies, such as local authorities and government departments. In these cases, we will only disclose the minimum amount of information required to satisfy our legal obligation.	Legal Obligation

Our subsidiaries, our ultimate holding company and its subsidiaries, as defined in section 1159 of the UK Companies Act 2006.	However, once the information is disclosed, we will not be able to control how it is used by those bodies.	
	To comply with our legal obligations, to manage the employment relationship and fulfil our contract with you and or otherwise for our legitimate interests, we may disclose your personal information to any member of our group.	Legal Obligation Legitimate Interests
Your recruitment business and/or end client	To demonstrate our compliance, fulfil due diligence requests and/or to our contractual commitments. We may be required for instance to share details on your hours worked, payments, tax deductions, specific terms of your employment, a copy of your payslip(s), right to work and/or identity documents, the results of our onboarding checks and/or employment contract. Where we do so, we will do this securely where possible so as to reduce the likelihood of any data breach. We may also share your information with the recruitment business or other intermediary for which we hold a contract for the provision of services for the purposes of compliance with the contract or any other legal obligation such as for example, adherence to the Onshore Employment Intermediaries 2014 rules (section 44 of Chapter 7, Part 2 of ITEPA 2003).	Legal Obligation Legitimate Interests
Prospective recruitment businesses, end clients and/or prospective employers (where applicable)	To comply with employment reference requests, for example or to demonstrate our compliance.	Legitimate Interests
Auditors and/or compliance assessors	In order to demonstrate our compliance, we may need to share your personal information in response to requests we receive from third parties, such as external auditors and compliance assessors (including but not limited to HMRC, FCSA, BDO, PwC and ICAEW). Depending on the circumstances, this may be a legal obligation and/or in our legitimate interests. Where we do disclose personal information for such purposes, we will do this securely where possible so as to reduce the likelihood of any data breach.	Legal Obligation Legitimate Interests
Prospective seller(s) or buyer(s) of our business or assets	In the event that we sell or buy any business or assets, we may disclose your personal information to the prospective seller and/or buyer. If our company, or substantially all of its assets are acquired by a third party, personal information held by it will be one of the transferred assets.	Legitimate Interests
Social Media followers and/or other individuals we engage or employ	In the event you win one of our competitions for example, we may share your name (only) within a marketing campaign, either on social media or by email to our social media followers or other individuals we engage or employ.	Legitimate Interests

Third Party Software and Service Providers / Other Suppliers

In some instances, we use external providers, persons or companies who provide products or services to allow us to operate as a business and fulfil our contract with you as your employer, including administering or managing our relationship with our employees. For example, we use:

Who may receive your personal information	Reason	Lawful Basis
Online form filling and document signing software providers:	To allow us to collect data and information from you in order to provide our services. Data provided to us via such software is forwarded to us securely.	Legitimate Interests Performance of a Contract
Text Message provider:	To allow us to send text messages to our employees. The data required for this includes the receiving phone number, and any information contained in the text message.	Legitimate Interests
FAQ and Chat function providers	To provide FAQs and a secure live chat feature on our portal, app and/or website. Such providers will only have access to personal data when you fill in a query. Your enquiry will be logged on the provider's dashboard and will contain whatever contact information you provide.	Legitimate Interests
Call back software providers	On certain pages of our website to enable our website users to receive an immediate call back from a member of our new business team once they have submitted an enquiry form. This process involves transferring the contact phone number that is populated on the contact form. A copy of the number along with the pages the user has visited on the website is stored. This information is gathered via the use of a tracking cookie on our website.	Legitimate Interests
Identity Verification Service Providers (and the Home Office)	To fulfil our legal obligation as your employer to ensure you have the right to work in the UK and to verify your identity. We use information (including personal information) in your entitlement to work documents to carry out necessary onboarding checks. In order to verify your identity and/or verify your right to work in the UK and to allow us to register you quickly, the data you provide during the joining process on our app/portal will be checked by our third-party provider against a number of databases. Depending on the documentation provided, we may also share personal information with the Home Office to check the validity of a document. If you have a right to work document that is capable of being checked via their online service (such as an online share code), then we will use the relevant details to check your right to work via the online service. Where you do not, in certain circumstances (such as where you have an outstanding appeal or application with the Home Office, an Application Registration Card or a Certificate of Application, for instance), then we may instead check your right to work using the Home Office Employer Checking Service.	Legitimate Interests Legal Obligation
Specialist providers (such as Occupational Health or other medical professionals)	To investigate and implement reasonable adjustments for instance where we are legally required, or at our discretion choose, to do so. We may share personal information (including sensitive personal information in respect of relevant medical conditions) with external specialists if, for instance, we carry out a desk assessment and/or an occupational health assessment or otherwise refer you to a medical specialist. If so, then we will use external bodies specialised in the relevant area to do so. If any agreed reasonable adjustments require the purchase of software, equipment or other similar services then again, personal information (such as your name, delivery address, contact details and any relevant information regarding the reason behind the purchase) may be shared with a third party in order to facilitate this.	Legitimate Interests Legal Obligation

External companies who offer employee benefits	From time-to-time, we may choose at our discretion to offer to you employee benefits provided by an external company, and/or we may introduce you to a third-party company where believe there may be a benefit to you (such as a recommended mortgage provider, independent financial advisers or a health care plan provider, for instance). Where we do so, personal information such as your name, address, date of birth and contact details will be passed, as applicable to the third-party provider. This information and/or any information you go on to supply to the provider directly may be passed to further third parties as and when you sign up to a particular offering. Each provider will have their own privacy policy to provide to you on request in order for you to make an informed decision prior to signing up.	Legitimate Interests Consent
Data Storage Providers (Including cloud providers)	To back up and store data and documents we hold (including expense receipts, timesheet attachments, invoices/Credit notes & payslips). All data is stored in UK data centres and sensitive documents will have additional encryption	Legitimate Interests
Data Sanitisation, Security and Destruction providers	To sanitise, secure and archive all inbound, internal and outbound emails. All emails undergo various best-practice checks / processes and the content is scanned for malicious content / markers. We also use an external company for document destruction services. They help ensure that client, employee and confidential business information is kept secure at all times as legally required	Legitimate Interests Legal Obligation

Marketing and Analytics

We may also share personal information with third parties in our legitimate interests for marketing and business analysis purposes. For instance, we may share personal information with:

Who may receive your personal information	Reason	Lawful Basis
Marketing software provider(s):	To manage and send out emails and marketing campaigns, in an efficient, targeted, secure and easy way via email and marketing automation software in line with our legitimate interests. This may involve uploading your name, email address, the internal ID we have allocated you and our company name.	Legitimate Interests
Review and Feedback provider(s)	To collect your feedback and to improve our services and products. We will share your name, email address and reference number with them in order for them to contact you via email to invite you to review any services and/or products you received from us. In some instances, your IP address may be collected, stored and/or accessed by us and our external supplier where you complete a survey that has been sent to you. We may also use such reviews in other promotional material and media for our advertising and promotional purposes.	Legitimate Interests
Data Analytics Software provider(s)	To allow us to attribute generated revenue to each website channel. We use an external supplier to provide Marketing Analytics Software via the use of a tracking cookie on our website. The processing involves matching data (such as your name, email address or telephone number) with data that the provider gathers and stores via the tracking cookie.	Legitimate Interests
Web Journey Tracking Software provider(s)	To identify the webpage(s) a user has visited on our website before calling our business, via the use of a tracking cookie. The software supplies information of a user's web journey, and passes the contact number that calls our office	Legitimate Interests

via the website into the call tracking platform, where a copy of the number along with the web page the call was made from is stored.

How we protect your Personal Data

We take data protection seriously and we recognise the importance of personal information entrusted to us. We are committed to safeguarding the privacy and security of the information that we gather concerning our prospective, current and former employees for management, human resources, payroll and related purposes.

We have implemented appropriate physical, technical, and organisational security measures designed to secure your personal information against accidental loss and unauthorised access, use, alteration, or disclosure. We keep our computer systems, files and buildings secure by following legal requirements and security guidance, make sure that all staff are trained on how to protect personal information and that our processes clearly identify the requirements for managing personal information. We regularly audit our systems and processes to ensure that we remain compliant with our policies and legal obligations.

All personal information will be treated with the utmost care and we take steps to ensure that all information we collect about you is adequate, relevant, not excessive, and processed for limited purposes.

Whilst we may not seek explicit consent from you for processing your personal information, we will only do so in accordance with this Privacy Notice, unless otherwise required by applicable law. In the unlikely event that we need to use it in a significantly different way, we will provide you with an updated Privacy Notice.

Your rights

You have a number of rights in respect of your personal information.

Right of access

You have the right to request a copy of the information that we hold about you. There are some limitations (for

example, if the data also relates to another person and we do not have that person's consent, or if the data is subject to legal privilege). Where there is data that we cannot disclose, we will explain this to you. We may refuse to comply or charge a reasonable fee if your request is clearly unfounded or excessive. We may need to request specific information to help us confirm your identity and ensure your right to access the information. This is an appropriate security measure to ensure that information is not disclosed to any person who has no right to receive it. If you would like a copy of some or all of your personal information, please email our Privacy Team.

Right to rectification

We want to make sure that your personal information is accurate and up to date. Please ask us to correct or remove information you think is inaccurate.

Right to erasure

In certain circumstances, you may have the right to have some or all of your personal information deleted from our records. This does not provide an absolute 'right to be forgotten' and applies only in these specific circumstances: where your personal information is no longer necessary in relation to the purpose for which it was originally collected/processed, you withdraw consent, you object to the processing and there is no overriding legitimate interest for continuing the processing, we unlawfully processed your personal information and, where your personal information has to be erased in order to comply with a legal obligation. You can request deletion of your personal information, by contacting our Privacy Team.

Right to restrict processing

Where we have based our processing on our legitimate interests, you have the right to object to the processing or restrict us processing your information in this way. We will need to demonstrate that our legitimate interests are sufficiently compelling to override your interests or rights, or that purpose is to establish or defend legal claims.

Right to data portability

Where we have based our processing on the performance of a contract, you will have the right to receive this information from us in a structured, commonly used way and have the right to send this to someone else.

Right to object

You have the right to object to processing of your personal data in certain circumstances. If you have provided consent to the collection, processing and transfer of your personal data for a specific purpose, you can withdraw consent for that specific processing by contacting the Privacy Team, after which time we will no longer process your information for the purpose(s) you originally agreed to, unless we have another legitimate basis for doing so in law.

Rights related to automated decision-making including profiling

We do not envisage that any decisions will be taken about you using solely automated means. Should this change, you will not be subject to decisions that will have a significant impact on you based solely on automated decision-making, unless we have a lawful basis and have notified you. If we make an automated decision based on any sensitive personal information, we will request your explicit written consent unless this is justified in the public interest, with appropriate measures in place to safeguard your right.

How to contact us

It is important that the personal data we hold about you is accurate and current. Please keep us informed if your personal information changes. If you fail to provide certain information when requested, we may not be able to perform the contract we have with you (such as paying you or providing a benefit), or we may be prevented from complying with our legal obligations.

If you want to review, verify, correct or request erasure of your personal information, object to the processing of your personal data (including if you wish to opt out of direct marketing), want to request that we transfer a copy of your personal information to another party, or, if you have any questions about our Privacy Notice or the information, we hold about you please contact the Privacy Team:

- By Email: contractor.support@focusedgroup.co.uk, or
- By Post: Privacy Team, Focused, Mansion House, Manchester Road, Altrincham, WA14 4RW.

Our Data Protection Officer can be reached at the same address and email. If you are unhappy with the way we use your personal information, we would appreciate the opportunity to respond to your concerns directly in the first instance. You also have the right to complain to the Information Commissioner's Office (ICO) via their [website](#).