

# PRIMARY PEOPLE LIMITED

Data Protection  
Policy

# DATA PROTECTION POLICY

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## 1. Document Control

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## 2. Introduction

Primary People Limited is registered with the Information Commissioners Office (ICO).

Primary People Limited recognises the General Data Protection Regulation (GDPR) and will endeavour to ensure that all personal data is processed in compliance with this regulation from 25 May 2018, the date the regulation comes into force.

This Data Protection Policy is written specifically to ensure appropriate compliance with the GDPR and has used the ICO self-assessment guidance for small organisations as at February 2018 for guidance as to the requirements.

Primary People Limited has adopted the GDPR compliance requirements of the 'Data Controller' and 'Data Processor'.

## 3. General Statement of Scope

This Policy applies to Primary People Limited, comprising of Richard Maun (International Executive Development Specialist), and the Institute of Fellows (an alumni group run by Primary People Ltd).

Primary People Limited processes relevant personal data regarding his clients as part of his operation and shall take all reasonable steps to do so in accordance with this Policy.

Should the scope of the business undertaken by Primary People Limited change, this Policy will be updated to reflect the changes in relation to compliance with the GDPR.

Primary People Limited only operates within the European Union.

## 4. Contracts with 3<sup>rd</sup> Party Data Processors

Primary People Limited maintains signed contracts with 3<sup>rd</sup> parties who are operating as Data Processors under the GDPR for the purpose of this Policy.

Such processors are striving to be GDPR compliant and are generally based within the EU.

## 5. Data Protection Officer

Primary People Limited has not appointed a Data Protection Officer as it is not required to do so under the GDPR.

## 6. Data Protection Training

Primary People Limited undertakes appropriate and reasonable data protection training including the day to day aspects of data protection in the context of the GDPR.

## 7. The Principles

Primary People Limited shall so far as is appropriate and is reasonably practicable comply with the GDPR principles contained in Article 5 of the regulation which sets out the main responsibilities for organisations. These state that personal data should be:

- a) processed lawfully, fairly and in a transparent manner in relation to individuals;
- b) collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes;
- c) adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed;
- d) accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay;
- e) kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed; personal data may be stored for longer periods insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes subject to implementation of the appropriate technical and organisational measures required by the GDPR in order to safeguard the rights and freedoms of individuals; and
- f) processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures.

## 8. Personal Data

Personal data covers facts about an individual where that data identifies an individual. For example, it includes information necessary for:

- raising of client invoices for the payment of activity undertaken on behalf of the client; and
- the identification of customers and prospective customers for marketing purposes.

## 9. Processing of Personal Data

Consent may be required for the processing of personal data unless processing is necessary for the performance of the contract of employment. Any information which falls under the definition of personal data and is not otherwise exempt, will remain confidential and will only be disclosed to third parties with appropriate consent.

Where Primary People Limited processes personal data for direct marketing purposes either for its own benefit or under the instruction of clients, data subjects have the right to request an opt-out to these activities, which will be respected.

Primary People Limited client direct marketing lists have been constructed using the double opt-in approach.

## 10. Sensitive Personal Data

Primary People Limited does not process sensitive personal data as is defined in the GDPR. If this position changes, this Policy will be updated.

## 11. Rights of Access to Information

Data subjects (clients and prospective clients) have the right of access to information held by Primary People Limited, subject to the provisions of the GDPR and the Freedom of Information Act 2000. Any data subject wishing to access their personal data should put their request in writing to the Primary People Limited.

Primary People Limited will endeavour to respond to any such written requests as soon as is reasonably practicable and, in any event, within 40 days for access to records and 21 days to provide a reply to an access to information request. The information will be imparted to the data subject as soon as is reasonably possible after it has come to the attention of Primary People Limited and in compliance with the regulation.

Primary People Limited is to be notified of all requests for information access.

## 12. Data Sharing

Primary People Limited recognises that it is important that data entrusted to the business is only used for the purposes intended and that it is not shared beyond the consent received.

Where data relates to Primary People Limited clients or prospective clients, the individuals are informed at outset as to how their data will be used and whether it will be shared. Sharing of data would require consent.

Where a contractually bound client requests the sharing of their data in the normal course of business, this request will be fulfilled.

Any other form of data request should be referred to Primary People Limited for review.

A log will be maintained of data sharing requests which fall outside of the normal business processing.

## 13. Data Transferability

Primary People Limited supports the ability of data subjects to move, copy or transfer their personal data from one IT environment to another in a safe and secure way, without

hindrance to usability. The process to be employed to facilitate such requests would be assessed at the time to ensure they were appropriate and reasonable whilst maintaining compliance under the GDPR.

## 14. Automated Decision Making

Primary People Limited does not undertake personal data automated decision making including profiling.

## 15. Accuracy

Primary People Limited will endeavour to ensure that all personal data held in relation to all data subjects is accurate. Data subjects must notify the data processor of any changes to information held about them. Data subjects have the right in some circumstances to request that inaccurate information about them is erased. This does not apply in all cases, for example, where records of mistakes or corrections are kept, or records which must be kept in the interests of all parties to which they apply.

Periodically, client and prospective client marketing lists will be reviewed to ensure the data remains appropriate and up to date. This process may involve the prospective client being contacted to ascertain whether they wish to remain on the lists, or to be deleted.

In addition, an annual Information Audit is undertaken to identify all sources of data, how and where the data is stored, used and deleted. This information audit is used to ensure that data held remains relevant, accurate and up to date.

## 16. Enforcement and Personal Data Breaches

If an individual believes that Primary People Limited has not complied with this Policy or acted otherwise than in accordance with the GDPR, the grievance should be raised with Primary People Limited. The grievance should also be notified to the ICO.

The grievance will then be monitored to a satisfactory conclusion by Primary People Limited with any remedial actions and training being identified and implemented. Satisfactory closure includes closure of the grievance by the ICO.

## 17. Information Risk

Primary People Limited manages information risk through the identification of areas of risk and the adoption of appropriate measures and processes to mitigate the risk. For example, the annual Information Audit is used to identify what data is stored, where, how it is used etc. One audit output is the identification of data flows from which information risk assessments are completed.

Primary People Limited manages information risks in a structured way and understands the business impact of personal data related risks and manages them effectively, applying appropriate and reasonable mitigation processes.

Attention is also drawn to the existence of the *Information Security Policy and the Records Management Policy*, which provide more specific information on data protection processes and risk mitigation.

## 18. Data Protection Impact Assessment (DPIA)

Primary People Limited will undertake DPIA's implementing appropriate and reasonable measures as a matter of its ongoing business and as developments occur, such as new clients, technology or processes.

## 19. Information Security

Primary People Limited will take appropriate technical and organisational steps to ensure the security of personal data.

Primary People Limited are required to respect the personal data and privacy of others and must ensure that appropriate protection and security measures are taken against unlawful or unauthorised processing of personal data, and against the accidental loss of, or damage to all personal data.

An appropriate level of data security must be deployed for the type of data and the data processing being performed. In most cases, personal data must be stored in appropriate systems.

Attention is also drawn to the existence of the *Information Security Policy and the Records Management Policy*, which provide more specific information on data protection processes.

## 20. External Processors

Primary People Limited must take reasonable and appropriate steps to ensure that data processed by external processors, for example, 3<sup>rd</sup> party service providers, Cloud services including storage, web sites etc. are compliant with this Policy and the relevant legislation.



## 21. Secure Destruction

When data held in accordance with this Policy is destroyed, it must be destroyed securely in accordance with best practice at the time of destruction.

Secure destruction of data will take place within the timescales agreed between Primary People Limited and the client, including contractual timescales, if this is appropriate.

The frequency of the secure destruction of data will depend upon it being an adhoc request from a Primary People Limited client, or during the Information Audit.

## 22. Data Processing Suppression Requests

Primary People Limited clients may request Primary People Limited to suppress the processing of specific data at any point. Primary People Limited will react to these requests as is reasonable and appropriate ensuring that the clients wish is met.

It is not in the commercial interests of Primary People Limited to continue processing data which is not required, nor would it be compliant with the GDPR.

## 23. Retention of Data

Primary People Limited may retain data for differing periods of time for different purposes as required by the business, best practice or regulation.

Primary People Limited will retain electronic and hard copies of data for 2 years to allow for the trend of clients returning within that period.

In addition, general documentation relating to clients e.g. records of meetings, may be retained for up to 5 years as these records do not contain any private or confidential information.

Primary People Limited may store some data indefinitely, such as client invoices.

## 24. CCTV

Primary People Limited does not currently operate CCTV.