



# Beyond Equality - Privacy Notice

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## Who we are

“We” and “us” means Beyond Equality. We are a charity with registered charity no. 1192395 and a registered company with Company No. CE023889.

We engage boys and men directly through transformational workshops and provide supporting materials to their ecosystems to help tackle the harms associated with restrictive masculinity.

We also conduct and disseminate research to deepen understanding of restrictive masculinity and effective intervention, and offer expert guidance to organisations and public institutions seeking to embed gender equality and inclusion practices.

We also partner and work with other likeminded individuals and/or organisations on the journey to create a more balanced and equitable society.

## Your privacy matters

At Beyond Equality, we are committed to keeping your personal data safe and secure.

This notice sets out in detail the purposes for which we process information about you, who we share it with, what rights you have in relation to that information and everything else we think it's important for you to know.

If you have any questions about the processing of your personal information, or you would like to exercise any of your rights, please email us at [dataprotection@beyondequality.org](mailto:dataprotection@beyondequality.org)

## How we process your information

To understand how we process your personal information and to understand your rights, please visit the relevant appendix below:

- [Appendix 1: Service Users and Support Group Members](#)
- [Appendix 2: Human Resources](#)
- [Appendix 3: Marketing and Fundraising](#)
- [Appendix 4: General Information \(Complaints Procedure, Your rights\)](#)

## Changes to this Privacy Notice

We aim to keep this privacy notice regularly updated. This privacy notice is kept under regular review. If we make any significant changes to the way in which we process your information, we will let you know by either reaching out to you or posting a banner on the website.

This was last updated in August 2025.



## Appendix 1: Service Users and Community Group Members

### How and when do we collect information about you?

We collect your personal information directly from you, when you sign up for our online workshops, newsletters or participate in our support groups. The information we collect includes the following: your name, email address, photographs. We may also collect survey information through feedback forms.

### How is the information used?

We use this information to:

- Effectively provide our services or programs to you
- Address any safeguarding concerns
- Facilitate your enquiries and help you use services
- Carry out internal evaluation and monitoring

### What is our lawful basis for processing this information?

To process your information when you use our services, we rely on legitimate interest. To process survey information and your photographs, we rely on explicit consent.

For any safeguarding information that we record, we rely on legitimate or vital interest, read with substantial public interest and conditions from the DPA.

### Who do we share your data with?

To comply with our duty of care and safeguarding, we may need to pass some information raising safeguarding concern with the authorities. In such circumstances, we apply vital interest and legitimate interest as our lawful basis. Data subjects' rights and other UK GDPR provisions may be restricted when concerning personal data processed in these circumstances. Exceptions and exemptions are applied on a case-by-case basis.

### How do we store your information and for how long?

We retain the personal data of all service users for a period in line with our retention periods. If you would like to know more about this, please contact us at the email address above.



## Appendix 2: Human Resources

(Job applicants and current and former employees, freelancers, trustees, volunteers)

### How and when do we collect information about you?

You provide several pieces of data to us directly during the recruitment period and subsequently upon the start of your employment/engagement. In some cases, we will collect data about you from third parties, such as employment agencies or former employers when gathering references.

### What types of information is collected about you and who provides it?

We keep several categories of personal data to carry out effective and efficient processes. Specifically, depending on your type of engagement with us, we may process the following types of data:

- personal details such as name, address, phone numbers, marital status
- name and contact details of your next of kin
- footage of the organisation events where you may appear
- information of any disability or other medical information you have disclosed
- right to work documentation, National Insurance number, bank account details
- information gathered via the recruitment process such as that included in a CV, cover letter or application form, references, details on your education and employment history etc
- information relating to your employment with us (e.g. job title, job description, salary, terms and condition of the contract, annual leave records, appraisal and performance indication, formal and informal proceedings involving you such as letters of concern and disciplinary, disciplinary and grievance proceedings)
- your biography and picture for the website (if applicable)
- dietary information.

We may also process special categories of data which include health information, sexual orientation, race, ethnic origin. We may also process criminal records information if the role involves DBS check.

### How is the information used?

We are required to use your personal data for various legal and practical purposes for the administration of your contract of employment or your volunteer/ trustee agreement, without which we would be unable to employ you. Holding your personal data enables us to meet various administrative tasks, legal obligation or contractual/agreement obligation. We process information in relation to the DBS for our safe recruitment practices.



## What is our lawful basis for processing this information?

We mainly use 'contractual obligation' as a lawful basis for processing personal data for employees, job applicants and freelancers. We mainly use 'legitimate interest' for trustees.

We may also have legal obligation in order to process and share your data, for example we need to share salary information to HMRC or use some of your data to enrol a new employee on a pension scheme.

We may rely on our legitimate interest for processing activity such as keeping supervision and appraisal records; using your image, bio and videos/pictures of the organisations' events where you may appear on our website or marketing/fundraising materials to promote the charity.

Some special categories of personal data, such as information about health or medical conditions are processed in order to carry out employment law obligations and for health and social care obligations (such as those in relation to colleagues with disabilities and for health and safety purposes). We may also process other special categories of personal data, such as information about ethnic origin, sexual orientation, health or religion or belief on the basis of substantial public interest for the purposes of equal opportunities monitoring. We rely on your explicit consent for processing your dietary information and preferred pronouns.

When processing criminal records (for example, in order to perform DBS check), the organisation relies on the lawful basis of legitimate interest and additional conditions of the UK GDPR and DPA 2018.

## Who do we share your data with?

Personal Data in relation to your salary is shared with HMRC as part of our legal obligation.

Personal Data may be shared with third parties for the following reasons: for the administration of payroll, pension, HR functions, administering other employee benefits.

When sharing information with third parties, we have data sharing agreements, data processing agreements or contracts in place to ensure data is not compromised. These third parties implement appropriate technical and organisational measures to ensure the security of your data.

## How long do we keep your data?

We only keep your data for as long as we need it for, which will be at least for the duration of your employment/engagement with us though in some cases, we will keep your data for a period of 6 years after your employment/engagement has ended. If you've applied for a vacancy but your application hasn't been successful, we will keep your data only for 12 months.



Some data retention periods are set by the law. Retention periods can vary depending on why we need your data. Please get in touch by contacting us using the details above if you want to know more about the retention period.

Data is destroyed or deleted in a secure manner as soon as the retention date has passed.



## Appendix 3: Marketing and Fundraising

### Events

We host many events in a year, and your personal information is collected when you register for an event with us via online platforms such as Eventbrite. We may collect basic personal information, such as your name, email and phone number. We rely on legitimate interest to administer your registration for the event. When we collect other information such as dietary information, we rely on your explicit consent.

If you have attended an event with us previously, we may reach out to you to invite you for our future events. We rely on consent (to send you emails) and legitimate interest (to call you on your registered number with us).

### Donations

Your personal Information is provided by you via a donation form on our website or via third party donation platforms (e.g. Just Giving). The information gathered may be name, email address, Gift Aid sign up, donation details, and postal address.

This information allows us to process your donation, and deal with any potential enquiry. We rely on our legitimate interest to process this data. If you agree that we can claim Gift Aid on your donations we are legally required to keep a record of the claim and your Gift Aid declaration. If you are donating using a third party, please also refer to the privacy notice published on their websites.

### Fundraising and Marketing

We may reach out to you for fundraising, if you have previously engaged with us in an event, made a donation or if we believe that you may be interested in engaging with our organisation. We may also send you marketing communications if you have signed up for marketing emails.

We rely on your consent to send your email communications (except where this is a business email address, whereby we rely on legitimate interest).

If you would like to change your marketing preferences, please reach out to us on the email address provided in the first section of this privacy notice, or you can simply unsubscribe with the option on the bottom of the emails.

We may also use post as a mode of sending you marketing communications, relying on legitimate interest. If you would like us to not send such communications, please do reach out to us.



## Appendix 4: General Information (Complaints Procedure, Your rights)

### Your rights as a Data Subject

You have the following rights:

'Right to be informed', which means we will be completely clear and transparent about how we plan to use your personal information.

'Right of access', which means you can request details of the personal information we hold about you and how we use it. We will provide this within one month.

'Right to rectification', which means you can ask us to update or amend the personal information we hold about you, if it is incorrect.

'Right to restrict processing', which means you can ask us to change, restrict or stop the way we are using your personal information.

'Right to erasure' (or 'right to be forgotten'), which means you can ask us to remove your personal information from our records.

'Right to object', which means you can object to us using your personal information for marketing purposes.

'Right to data portability', which means you can obtain the personal information we hold about you and reuse it for your own purposes.

'Right not to be subject to automated decision making', which means if we use systems to make a decision about you, you have the right to ask for a person to intervene, which may change the outcome.

Right to lodge a complaint with a supervisory authority, such as the Fundraising Regulator or the Information Commissioner's Office (ICO), if you are not satisfied with our response to a request you make to us, or you feel we are not using your information correctly.

### International Data Transfers

Where personal data is stored outside of the UK and the EEA, safeguards to protect personal data may include but are not limited to the UK Addendum used in conjunction with the EU Standard Contractual Clauses (SCCs), or UK International Data Transfer Agreement (IDTAs). Such safeguards will be subject to Transfer Risk Assessments (TRAs).





## Complaints procedure

If you are unhappy with the way we process your data, please get in touch with the Data Protection Lead using the contact details mentioned above.

You can also make a complaint to the Information Commissioner's Office (ICO), which regulates the use of information in the UK. They can be contacted at 0303 123 1113 or, you can write to them at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.



# Document Control

Previous Version:      Version 1

This Version:            Version 2

Updated by:             HB, 15/10/2025

Summary of Changes:      Renamed from Privacy Policy to Privacy Notice

Divided into separate appendices for clarity.

Updated organisational details

Data Protection contact details changed to [dataprotection@beyondequality.org](mailto:dataprotection@beyondequality.org)

Name of DPO removed

Added Service Users section about the data collection, use, and lawful basis for services users and community group members

Added collection of photographs (services users) and preferred pronouns (HR) with the lawful basis being explicit consent

Clarified the primary lawful basis as Contractual Obligation for employees/freelancers and Legitimate Interest for Trustees (HR)

Clarified lawful basis differences for marketing purposes as consent for personal email addresses and legitimate interest for business email addresses

Added Safeguarding information processing detail

Removed cookies policy section

Removed names of third-party processors

Due for Review:        01/09/2026