



## PRIVACY POLICY

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DALMATIAN SYSTEMS LIMITED

PRIVACY NOTICE

Introduction

Welcome to Dalmatian Systems Limited's privacy notice.

We respect your privacy and are committed to protecting your personal data. This privacy notice will inform you as to how we look after your personal data when you get in touch with us, we contact you or when you visit our site <https://dalmatian.co.uk> (our site) (regardless of where you contact us or visit our site from) and tell you about your privacy rights and how the law protects you.

This privacy notice is provided in a layered format so you can click through to the specific areas set out below. Please also use the Glossary to understand the meaning of some of the terms used in this privacy notice.

1. [Important information and who we are](#) 1
2. [The data we collect about you](#) 2
3. [How is your personal data collected?](#) 3
4. [How we use your personal data](#) 5
5. [Disclosures of your personal data](#) 10
6. [International transfers](#) 11
7. [Data security](#) 11
8. [Data retention](#) 12
9. [Your legal rights](#) 13
10. [Glossary](#) 14

## 1. Important information and who we are

### 1.1 Purpose of this privacy notice

1.1.1 This privacy notice aims to give you information on how we collect and process your personal data, including any data you may provide through our site when you apply for a job.

1.1.2 Our site is not intended for children and we do not knowingly collect data relating to children.

1.1.3 It is important that you read this privacy notice together with any other privacy notice or fair processing notice we may provide on specific occasions when we are collecting or processing personal data about you so that you are fully aware of how and why we are using your data. This privacy notice supplements the other notices and is not intended to override them.

### 1.2 Controller

1.2.1 We are the controller and responsible for your personal data.

1.2.2 Dalmatian Systems Limited is the controller and responsible for your personal data (referred to as "we", "us" or "our" in this privacy notice).

1.2.3 We have appointed a data protection officer (DPO) who is responsible for overseeing questions in relation to this privacy notice. If you have any questions about this privacy notice, including any requests to exercise your legal rights as set out in paragraph 9.1, please contact the DPO using the details set out below.

### 1.3 Contact details. Our full details are:

1.3.1 Full name of legal entity: Dalmatian Systems Limited.

1.3.2 Full name of data protection officer DPO: Lucy Trinder.

1.3.3 Email address: [legal@dalmatiansystems.co.uk](mailto:legal@dalmatiansystems.co.uk).

1.3.4 Postal address: Ransom Hall South, Ransom Wood Business Park, Mansfield, Nottinghamshire NG21 0HJ.

1.3.5 Telephone number: 01623 287880.

1.4 You have the right to make a complaint at any time to the Information Commissioner's Office (ICO), the UK supervisory authority for data protection issues

([www.ico.org.uk](http://www.ico.org.uk)). We would, however, appreciate the chance to deal with your concerns before you approach the ICO so please contact us in the first instance.

1.5 Your duty to inform us of changes. It is important that the personal data we hold about you is accurate and current. Please keep us informed if your personal data changes during your relationship with us.

1.6 Third-party links. Our site includes links to third-party websites. Clicking on those links or enabling those connections may allow third parties to collect or share data about you. We do not control these third-party websites and are not responsible for their privacy statements. When you leave our site, we encourage you to read the privacy notice of every website you visit.

## 2. The data we collect about you

2.1 Personal data, or personal information, means any information about an individual from which that person can be identified. It does not include data where the identity has been removed (anonymous data).

2.2 We may collect, use, store and transfer different kinds of personal data about you which we have grouped together follows:

2.2.1 Identity Data includes first name, maiden name, last name, username or similar identifier, title, profile photo.

2.2.2 Contact Data includes home address, billing address, post code, town/city name, email address and telephone numbers.

2.2.3 Profile Data includes personal descriptions, your interests, preferences, career history, qualifications, skills, experience, feedback and survey responses.

2.2.4 Financial Data includes bank account and payment card details.

2.2.5 Transaction Data includes details about payments to and from you and other details of products and services you have purchased from us.

2.2.6 Technical Data includes internet protocol (IP) address, your login data, browser type and version, time zone setting and location, browser plug-in types and versions, operating system and platform and other technology on the devices you use to access our site.

2.2.7 Usage Data includes information about how you use our site.

2.2.8 Marketing and Communications Data includes your preferences in receiving marketing from us and our third parties and your communication preferences.

2.3 We also collect, use and share Aggregated Data such as statistical or demographic data for any purpose. Aggregated Data may be derived from your personal data but is not considered personal data in law as this data does not directly or indirectly reveal your identity. For example, we may aggregate your Usage Data to calculate the percentage of users accessing a specific website feature. However, if we combine or connect Aggregated Data with your personal data so that it can directly or indirectly identify you, we treat the combined data as personal data which will be used in accordance with this privacy notice.

2.4 We do not collect any Special Categories of Personal Data about you (this includes details about your race or ethnicity, religious or philosophical beliefs, sex life, sexual orientation, political opinions, trade union membership, information about your health and genetic and biometric data). Nor do we collect any information about criminal convictions and offences.

2.5 If you fail to provide personal data. Where we need to collect personal data by law, or under the terms of a contract we have with you and you fail to provide that data when requested, we may not be able to perform the contract we have or are trying to enter into with you (for example, to provide you with services). In this case, we may have to cancel a service you have with us but we will notify you if this is the case at the time.

### 3. How is your personal data collected?

We use different methods to collect data from and about you including through:

3.1 Direct interactions. You may give us your Identity, Contact and Financial Data by filling in forms or by corresponding with us by post, phone, email or otherwise. This includes personal data you provide when you:

3.1.1 contact us by phone, through our site or by other means;

3.1.2 create an account on our site;

3.1.3 request marketing to be sent to you;

3.1.4 enter a competition, promotion or survey;

3.1.5 participate in our chat rooms or forums

3.1.6 write a review on our site

3.1.7 give us some feedback.

3.1.8 report a problem with our site

3.2 Automated technologies or interactions. As you interact with our site, we may automatically collect Technical Data about your equipment, browsing actions and patterns. We collect this Technical Data by using cookies, server logs and other similar technologies. Please see our [cookie policy](#) for further details.

3.3 Third parties or publicly available sources. We may receive personal data about you from third parties as set out below:

3.3.1 Technical Data from the following parties:

3.3.1.1 Contact, Financial and Transaction Data from providers of technical, payment and delivery services such as Braintree based inside the EU (only relevant to users on paid plans).

3.3.2 Identity and Contact Data from publicly available sources such as LinkedIn.

4. How we use your personal data

4.1 We will only use your personal data when the law allows us to. Most commonly, we will use your personal data in the following circumstances:

4.1.1 Where we need to perform the contract we are about to enter into or have entered into with you.

4.1.2 Where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests.

4.1.3 Where we need to comply with a legal or regulatory obligation.

4.2 [Click here](#) to find out more about the types of lawful basis that we will rely on to process your personal data.

4.3 Generally we do not rely on consent as a legal basis for processing your personal data other than in relation to sending third party direct marketing communications to you via email or text message. You have the right to withdraw consent to marketing at any time by logging into our site and checking or unchecking the relevant box to adjust your marketing preferences or by following the opt-out links on any marketing message sent to you or by contacting us.

4.4 Purposes for which we will use your personal data. We have set out below, in a table format, a description of all the ways we plan to use your personal data, and which of the legal bases we rely on to do so. We have also identified what our legitimate interests are where appropriate. Note that we may process your personal data for more than one lawful ground depending on the specific purpose for which we are using your data. Please contact us if you need details about the specific legal ground we are relying on to process your personal data where more than one ground has been set out in the table below.

<b>Purpose/Activity</b>	<b>Type of data</b>	<b>Lawful basis for processing including basis of legitimate interest</b>	<b>How long will you use my personal data for?</b>
To register you as a new customer	(a) Identity (b) Contact	(a) Performance of a contract with you	20 years or until you delete your account
To create your career portfolio and CV	(a) Identity (b) Contact (c) Profile	(a) Performance of a contract with you	20 years or until you delete your account
To manage our relationship with you which will include: (a) Notifying you about changes to our terms or privacy policy (b) Asking you to leave a review or take a survey (c) Advise you of a change to your account or service	(a) Identity (b) Contact (c) Profile (d) Marketing and Communications	(a) Performance of a contract with you (b) Necessary to comply with a legal obligation (c) Necessary for our legitimate interests (to keep our records updated and to study how customers use our products/services)	20 years or until you delete your account

<p>To enable you to partake in a prize draw, competition or complete a survey</p>	<p>(a) Identity (b) Contact (c) Profile (d) Usage (e) Marketing and Communications</p>	<p>(a) Performance of a contract with you  (b) Necessary for our legitimate interests (to study how customers use our products/services, to develop them and grow our business)</p>	<p>20 years or until you delete your account</p>
<p>To administer and protect our business and our site (including troubleshooting, data analysis, testing, system maintenance, support, reporting and hosting of data)</p>	<p>(a) Identity (b) Contact (c) Profile (d) Usage (e) Marketing and Communications (f) Technical</p>	<p>(a) Necessary for our legitimate interests (for running our business, provision of administration and IT services, network security, to prevent fraud and in the context of a business reorganisation or group restructuring exercise)  (b) Necessary to comply with a legal obligation</p>	<p>30 Days</p>
<p>Your portfolio data may be used by the Be Spotted Smart Selection process to score your application. The employer will be shown your score.</p>	<p>(c) Profile</p>	<p>(a) Performance of a contract with you  (b) Necessary for our legitimate interests (for running our business, provision of administration and IT services, network security, to prevent fraud and in the context of a business reorganisation or group restructuring exercise)</p>	<p>7 years</p>
<p>The portfolio items and profile information you have chosen to include on a job application will be shown to the employer on job applications and CV's where you have chosen to include them.</p>	<p>(a) Identity (b) Contact (c) Profile</p>	<p>(a) Performance of a contract with you  (b) Necessary for our legitimate interests (for running our business, provision of administration and IT services, network</p>	<p>7 years</p>

		security, to prevent fraud and in the context of a business reorganisation or group restructuring exercise)	
If your portfolio is set to open we may match you to relevant employers and jobs.  We may measure the effectiveness of the content we serve to you	(a) Profile (b) Usage (c) Marketing and Communications (d) Technical	Necessary for our legitimate interests (to study how customers use our products/services, to develop them, to grow our business and to inform our marketing strategy)	Until you set your portfolio to private  or 7 years
To use data analytics to improve our site, products/services, marketing, customer relationships and experiences	(a) Technical (b) Usage	Necessary for our legitimate interests (to define types of customers for our products and services, to keep our site updated and relevant, to develop our business and to inform our marketing strategy)	Anonymised data analytics will be held Indefinitely
To make suggestions and recommendations of jobs, events, courses, and services based on search criteria	(a) Technical (b) Usage	Necessary for our legitimate interests (to develop our products/services and grow our business)	Anonymised data analytics will be held Indefinitely
To provide anonymised alumni data to educational establishment that	(a) Profile (b) Usage (c) Marketing and Communications (d) Technical	Necessary for our legitimate interests (to develop our products/services and grow our business)	Anonymised data analytics will be held Indefinitely
To process your order including:  (a) Manage payments, fees and charges  (b) Collect and recover money owed to us	(a) Identity (b) Contact (c) Financial (d) Transaction	(a) Performance of a contract with you  (b) Necessary for our legitimate interests (to recover debts due to us)	7 years

	(e) Marketing and Communications		
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4.5 Marketing. We strive to provide you with choices regarding certain personal data uses, particularly around marketing and advertising. We have established a privacy centre where you can view and make certain decisions about your personal data use which can be accessed within the profile area of your account.

4.6 Promotional offers from us.

4.6.1 We may use your Identity, Contact, Technical, Usage and Profile Data to form a view on what we think you may want or need, or what may be of interest to you. This is how we decide which jobs, events, courses, services and offers may be relevant for you (we call this marketing).

4.6.2 You will receive marketing communications from us if you have requested information or services from us or if you provided us with your details when you entered a competition or registered for a promotion and, in each case, you have not opted out of receiving that marketing.

4.7 Third-party marketing. We will get your express opt-in consent before we share your personal data with any third party company for marketing purposes.

4.8 Opting out

4.8.1 You can ask us or third parties to stop sending you marketing messages at any time by logging into our site and checking or unchecking the relevant box to adjust your marketing preferences or by following the opt-out links on any marketing message sent to you.

4.8.2 Where you opt out of receiving these marketing messages, this will not apply to personal data provided to us as a result of a service purchase, product/service experience or other transactions.

4.9 Cookies You can set your browser to refuse all or some browser cookies, or to alert you when websites set or access cookies. If you disable or refuse cookies, please note that some parts of our site may become inaccessible or not function properly. For more information about the cookies we use, please see our [cookie policy](#).

## 4.10 Change of purpose

4.10.1 We will only use your personal data for the purposes for which we collected it, unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original purpose. If you wish to get an explanation as to how the processing for the new purpose is compatible with the original purpose, please contact us.

4.10.2 If we need to use your personal data for an unrelated purpose, we will notify you and we will explain the legal basis which allows us to do so.

4.10.3 Please note that we may process your personal data without your knowledge or consent, in compliance with the above rules, where this is required or permitted by law.

## 5. Disclosures of your personal data

5.1 We may have to share your personal data with the parties set out below for the purposes set out in the table in paragraph 4 above.

### 5.1.1 External Third Parties

5.1.1.1 When you apply for a job through our site by sending your CV or Portfolio to the employer.

5.1.1.2 Professional advisers acting as processors or joint controllers including lawyers, bankers, auditors and insurers based in the United Kingdom who provide consultancy, banking, legal, insurance and accounting services.

5.1.1.3 HM Revenue & Customs, regulators and other authorities acting as processors or joint controllers based in the United Kingdom who require reporting of processing activities in certain circumstances.

5.1.2 Specific third parties listed in the table in paragraph 3.3 above.

5.1.3 Third parties to whom we may choose to sell, transfer, or merge parts of our business or our assets. Alternatively, we may seek to acquire other businesses or merge with them. If a change happens to our business, then the new owners may use your personal data in the same way as set out in this privacy notice.

5.2 We require all third parties to respect the security of your personal data and to treat it in accordance with the law. We do not allow our third-party service providers to use your personal data for their own purposes and only permit them to process your personal data for specified purposes and in accordance with our instructions.

## 6. International transfers

6.1 We do not transfer your personal data outside the European Economic Area (EEA).

## 7. Data security

7.1 We have put in place appropriate security measures to prevent your personal data from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal data to those employees, agents, contractors and other third parties who have a business need to know. They will only process your personal data on our instructions and they are subject to a duty of confidentiality.

7.2 We have put in place procedures to deal with any suspected personal data breach and will notify you and any applicable regulator of a breach where we are legally required to do so.

## 8. Data retention

How long will you use my personal data for?

8.1 We will only retain your personal data for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements.

8.2 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.

8.3 Details of retention periods for different aspects of your personal data are set out in the table in paragraph 4 above.

8.4 In some circumstances you can ask us to delete your data: see Request erasure below for further information.

8.5 In some circumstances we may anonymise your personal data (so that it can no longer be associated with you) for research or statistical purposes in which case we may use this information indefinitely without further notice to you.

## 9. Your legal rights

9.1 Under certain circumstances, you have rights under data protection laws in relation to your personal data. Your legal rights are:

9.1.1 Request access to your personal data (commonly known as a "data subject access request"). This enables you to receive a copy of the personal data we hold about you and to check that we are lawfully processing it.

9.1.2 Request correction of the personal data that we hold about you. This enables you to have any incomplete or inaccurate data we hold about you corrected, though we may need to verify the accuracy of the new data you provide to us.

9.1.3 Request erasure of your personal data. This enables you to ask us to delete or remove personal data where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal data where you have successfully exercised your right to object to processing (see below), where we may have processed your information unlawfully or where we are required to erase your personal data to comply with local law. Note, however, that we may not always be able to comply with your request of erasure for specific legal reasons which will be notified to you, if applicable, at the time of your request.

9.1.4 Object to processing of your personal data where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground as you feel it impacts on your fundamental rights and freedoms. You also have the right to object where we are processing your personal data for direct marketing purposes. In some cases, we may demonstrate that we have compelling legitimate grounds to process your information which override your rights and freedoms.

9.1.5 Request restriction of processing of your personal data. This enables you to ask us to suspend the processing of your personal data in the following scenarios: (a) if you want us to establish the data's accuracy; (b) where our use of the data is unlawful but you do not want us to erase it; (c) where you need us to hold the data even if we no longer require it as you need it to establish, exercise or defend legal claims; or (d) you have objected to our use of your data but we need to verify whether we have overriding legitimate grounds to use it.

9.1.6 Request the transfer of your personal data to you or to a third party. We will provide to you, or a third party you have chosen, your personal data in a structured, commonly used, machine-readable format. Note that this right only applies to automated information which you initially provided consent for us to use or where we used the information to perform a contract with you.

9.1.7 Withdraw consent at any time where we are relying on consent to process your personal data. However, this will not affect the lawfulness of any processing carried out before you withdraw your consent. If you withdraw your consent, we may not be able to provide certain products or services to you. We will advise you if this is the case at the time you withdraw your consent.

9.2 If you wish to exercise any of the rights set out in paragraph 9.1 above, please contact us.

9.3 No fee usually required. You will not have to pay a fee to access your personal data (or to exercise any of the other rights). However, we may charge a reasonable fee if your request is clearly unfounded, repetitive or excessive. Alternatively, we may refuse to comply with your request in these circumstances.

9.4 What we may need from you. We may need to request specific information from you to help us confirm your identity and ensure your right to access your personal data (or to exercise any of your other rights). This is a security measure to ensure that personal data is not disclosed to any person who has no right to receive it. We may also contact you to ask you for further information in relation to your request to speed up our response.

9.5 Time limit to respond. We try to respond to all legitimate requests within one month. Occasionally it may take us longer than a month if your request is particularly complex or you have made a number of requests. In this case, we will notify you and keep you updated.

## 10. Glossary

### LAWFUL BASIS

10.1 Legitimate Interest means the interest of our business in conducting and managing our business to enable us to give you the best service/product and the best and most secure experience. We make sure we consider and balance any potential impact on you (both positive and negative) and your rights before we process your personal data for our legitimate interests. We do not use your personal data for activities where our interests are overridden by the impact on you (unless we have your consent or are otherwise required or permitted to by law). You can obtain further information about how we assess our legitimate interests against any potential impact on you in respect of specific activities by contacting us.

10.2 Performance of Contract means processing your data where it is necessary for the performance of a contract to which you are a party or to take steps at your request before entering into such a contract.

10.3 Comply with a legal or regulatory obligation means processing your personal data where it is necessary for compliance with a legal or regulatory obligation that we are subject to.