

Privacy Policy



1. Introduction

Strategic HR Services (“we”, “our”, “us”) are committed to protecting and respecting your privacy. This Privacy Policy explains how we collect, use, disclose, and safeguard your information when you visit our website, including any other media form, media channel, mobile website, or mobile application related or connected thereto (collectively, the “Site”). By using our Site, you agree to the terms of this Privacy Policy.

We are committed to complying with the UK General Data Protection Regulation (UK GDPR), the Data Protection Act 2018, and other applicable privacy laws.

2. Information We Collect

We may collect information about you in a variety of ways. The information we may collect on the Site includes:

Personal Data Provided by You: Personally identifiable information, that can be used to identify you personally, including but not limited to your name, address, email address, telephone number, or IP address. You may provide this information directly when you interact with the Site, such as when you complete forms, make a purchase, or contact us, that you voluntarily provide to us when you register with the Site or when you choose to participate in various activities related to the Site.

Derivative Data: Information our servers automatically collect when you access the Site, such as your IP address, your browser type, your operating system, your access times, and the pages you have viewed directly before and after accessing the Site.

3. Use of Your Information

Having accurate information about you permits us to provide you with a smooth, efficient, and customised experience. Specifically, we may use information collected about you via the Site to:

- To fulfil our contract with you (e.g., processing your orders and managing payments)
- To communicate with you regarding your account, order, or any other inquiries
- To improve our Site and ensure its secure and effective operation
- To comply with legal obligations or to protect our legal rights
- To send you promotional offers and updates (where you have consented)
- Monitor and analyse usage and trends to improve your experience with the Site.

4. Disclosure of Your Information

We may share information we have collected about you in certain situations. Your information may be disclosed as follows:

- **By Law or to Protect Rights:** If we believe the release of information about you is necessary to respond to legal process, to investigate or remedy potential violations of our policies, or to protect the rights, property, and safety of others, we may share your information as permitted or required by any applicable law, rule, or regulation.

- **Third-Party Service Providers:** We may share your information with third parties that perform services for us or on our behalf, including payment processing, data analysis, email delivery, hosting services, customer service, and marketing assistance.

5. Security of Your Information

We use administrative, technical, and physical security measures to help protect your personal information. While we have taken reasonable steps to secure the personal information you provide to us, please be aware that despite our efforts, no security measures are perfect or impenetrable, and no method of data transmission can be guaranteed against any interception or other type of misuse.

6. Policy for Children

We do not knowingly solicit information from or market to children under the age of 13. If we learn that we have collected personal information from a child under age 13 without verification of parental consent, we will delete that information as quickly as possible.

7. Cookies and Tracking Technologies

We may use cookies, web beacons, tracking pixels, and other tracking technologies on the Site to help customize the Site and improve your experience. When you access the Site, your personal information is not collected through the use of tracking technology. Most browsers are set to accept cookies by default. You can remove or reject cookies, but be aware that such action could affect the availability and functionality of the Site. You may not decline web beacons. However, they can be rendered ineffective by declining all cookies or by modifying your web browser's settings to notify you each time a cookie is tendered, permitting you to accept or decline cookies on an individual basis.

8. Data Retention

We will retain your personal information only for as long as is necessary for the purposes set out in this Privacy Policy. We will retain and use your information to the extent necessary to comply with our legal obligations (for example, if we are required to retain your data to comply with applicable laws), resolve disputes, and enforce our legal agreements and policies. When we no longer need to use your information and there is no need for us to keep it to comply with our legal or regulatory obligations, we will either remove it from our systems or anonymize it so that you cannot be identified.

9. User Consent for Data Processing

By using our Site, you consent to the collection, use, and disclosure of your information as described in this Privacy Policy. If you do not agree with the terms of this Privacy Policy, please do not access the Site. You have the right to withdraw your consent at any time, subject to legal or contractual restrictions and reasonable notice. To withdraw your consent, please contact us at info@shrs.org.uk.

10. Access to Information

In accordance with the Data Protection Act 1998 you have the right to:

- request a copy of the personal data we hold about you.
- correct any inaccuracies in the information we hold about you.
- request that we delete your personal data, subject to certain conditions.
- request that we limit the way we use your data

- receive your personal data in a structured, commonly used, and machine-readable format.
- object to the processing of your personal data under certain conditions.
- withdraw Consent where we rely on your consent to process your personal data, you have the right to withdraw that consent at any time.

To exercise any of these rights, please contact us at info@shrs.org.uk. We will respond to your request within one month.

11. Changes to This Privacy Policy

We may update this Privacy Policy from time to time in order to reflect, for example, changes to our practices or for other operational, legal, or regulatory reasons. We will notify you of any changes by posting the new Privacy Policy on our Site. You are advised to review this Privacy Policy periodically for any changes.

12. Contact Us

If you have questions or comments about this Privacy Policy, please contact us at:
info@shrs.org.uk

