

## Prime Acrobatics Privacy Notice – members and volunteers

Published 24<sup>th</sup> May 2018. Last updated 27<sup>th</sup> July 2020

Prime Acrobatics is the data controller and is committed to complying with our legal responsibilities under data protection law. We take your privacy seriously and will ensure your personal information is kept secure.

When we collect, use, share, retain or do anything else with your personal information (known collectively as ‘processing’) we are regulated under the General Data Protection Regulation (GDPR) and are responsible as ‘controller’ of your information.

This Notice applies to you if you are:

- An existing or prospective member of our Club
- A person with parental responsibility for a member
- An existing or prospective club volunteer or official

We have a separate notice which provides privacy information relating to employees.

It is important that you read this Notice carefully as it contains key information about how we use your personal data and your associated rights.

### About us

Prime Acrobatics is a ‘not for profit’ membership organisation. Our members are gymnasts or their parents (if the gymnast is a child). We provide the opportunity for our members to participate in our activities, which include recreational classes, training, camps, competitions, squads and other similar acrobatic gymnastics activities.

We register with British Gymnastics who governs the sport, provides insurance for clubs and individual members and offers competitions and events. It is a condition of British Gymnastics club registration that all our Club members also register as individual members of British Gymnastics.

We also affiliate to South East Region and Surrey Gymnastics who runs competitions and events in which we may participate.

### Information we collect about you

The categories of personal information we process include:

- Contact details\* (gymnast or parent and emergency contacts)
- Gymnast date of birth\*
- Gymnast gender
- Any relevant medical conditions and/ or disabilities and additional related information
- Other relevant individual needs, eg information about learning or other support needs

British Gymnastics also collects the above information when you join or renew your British Gymnastics membership.

- Any individual risk assessments (gymnasts and others if applicable)
- Details of any reasonable adjustments or steps taken to support your individual needs
- British Gymnastics membership details\* (which are confirmed by British Gymnastics when you join or renew)
- Gymnast attendance and achievement records
- Any communications from, to or relating to you
- Details relating to standards of conduct

- Any accident or incident reports including details of injuries
- IP address, browser identifier and the time of access (if you use our website)
- Bank details (If you are making regular payments to us or we are making payments to you eg for volunteer expenses.)
- Experience, qualifications, training and confirmation that you have completed a criminal record check (prospective or existing volunteers)

The information marked with an \* above is essential to British Gymnastics in order for them to provide you with your British Gymnastics membership. It is your choice whether you provide all the information they have requested, but not providing information may affect their ability to meet you or your child's needs and to protect their well-being.

If you are a competitive gymnast, British Gymnastics may record other information about you to support your training and participation in competition such as:

- Training and technical information
- Lifestyle information
- Nationality (if you are competing at international level)

If you attend an event or trip with the club, British Gymnastics will also collect the following information where relevant:

- Dietary requirements and any other relevant information that we need to know to ensure your needs are met
- Passport information if the trip is abroad

## Prime Acrobatics purposes for processing information about you

We use the information we hold about you for a variety of purposes which are outlined below. Data protection law requires us to tell you what our legal reason is for each purpose.

### Contractual purposes

When you ask us to provide you a service, such as club membership or registration, gymnastics classes, competitions, trips or other activities or you buy a product from us we usually need to use information about you to provide this product or service, for example:

- To contact you to confirm arrangements
- To notify you about changes to terms and conditions
- To tell you when it is time to renew membership or re-register for activities
- To process payments or send you receipts required
- To provide you with the benefits and services to which you have subscribed

We do so because it is necessary for the performance of a contract.

### Legal obligations

We have a duty of care to ensure it is safe for you or your child to take part in gymnastics activity and to keep you/ them safe while participating. Some individuals may be at risk of harm from participating in gymnastics activity as a result of a pre-existing condition. It is vital that you let us know if there is any reason why taking part in gymnastic activity may be unsafe prior to participation. With your agreement, we will review any information you provide and undertake risk assessments in consultation with yourself and any appropriate trained professionals eg medical consultants. When we ask participants to provide relevant health information such as details of medical conditions, medication needs, allergies or injuries, this is because we have a legal obligation.

If you are selected for a role at the club, we will usually obtain a reference from any appropriate organisation or individual you have nominated.

When you tell us about any special needs such as disabilities or other support information, we may use relevant information to comply with our legal obligations under the Equality Act 2010. We will review any information you have provided to help us identify any actions we can take to support inclusion. We may need to ask you for more information to help us to best meet your or your child's needs. We will keep a record of any steps we take to support inclusion.

If you wish to volunteer or work for us, we may need to ask you to complete a criminal record check as we have a legal obligation to do so. We jointly control the checking process with British Gymnastics who is responsible for the assessment of any content on the check and will only share information with us where it is appropriate. For example, if you are considered by British Gymnastics to be unsuitable to take on the role, we may share relevant and proportionate information about criminal offences where it is deemed that while you are considered unsuitable to take on the role, if it is considered necessary for safeguarding purposes.

When we retain information about you, even after you are no longer taking part in gymnastics activity, this is often because we are required to do so by law, such as records we are required to keep for business and accounting purposes. Sometimes we are also legally obliged to share information about you with third parties. More information is provided below.

### **Legitimate interests**

We rely on legitimate interests for the following purposes:

- Responding to communications, concerns or complaints and seeking feedback from you about our services  
We will use the information you provide to respond to any comments or questions you raise and where appropriate to undertake investigations into any complaints or concerns. On occasion, we may contact you to seek your views on the services we provide.
- Holding emergency contact information  
When you join the club, we collect contact details. We also ask you to provide an emergency contact which we will only use in exceptional circumstances if we are unable to contact your primary contact e.g. a parent.
- Maintaining attendance registers, achievement records and waiting lists  
For health and safety purposes and club records, we need to maintain a register of those in attendance at training or other club activities.  
If there are no places in the club, we can place you on our waiting list and will contact you using the details you provide to inform you when a place is available.
- Entering you into a competition and providing results  
If you wish to take part in a club competition/or awards, your information (usually your name, date of birth and gender) will be used to enter you into the appropriate category and your score will be recorded. Results of competitions are normally published on our website.  
If you wish to enter a competition organised by another gymnastics body, including British Gymnastics, home country NGB, Regional and County Gymnastics Association we will provide your information to the organiser to enable you to take part in the competition or event that they are organising.
- Collecting additional information to support a participant attending a club trip  
Occasionally we organise residential events or trips. If you or your child registers for one of these events, we will need to collect additional information, that may vary dependent on the specific activities and whether they involve meals and travel. Additional information we require may include passport information and any other relevant information necessary to provide support whilst away from home.

- Monitoring performance and undertaking fitness assessments  
 If you or your child are/ is a competitive squad gymnast, we will need to collect additional information about you/ them. We track and monitor a gymnast's performance in training, trials and competition and undertake regular fitness assessments. We may require additional information about lifestyle and education if you or your child are/ is training at an elite level and requires time out of school or lifestyle.
- To monitor that you have completed any required safeguarding training and criminal record checks  
 If you undertake a role where a criminal record check and safeguarding training are required, we will receive confirmation from British Gymnastics if your check is approved and that you have completed the required safeguarding training.
- Filming for coaching purposes  
 On occasion, we may film gymnasts eg during a gymnastics session for coaching purposes. Videos taken at training sessions for individual coaching purposes will not be used for any other purpose without prior consent.
- Photography and filming to promote the club  
 We may take photos and videos at Prime Acrobatics or at club events to promote the club on our website, club social media and in communications. We may film the event to create a DVD. Any images of children will be published in line with our safeguarding policy. Please let a member of office staff know if you do not wish to be filmed or photographed or do not want your image to be published. While we can usually take steps to prevent you from being photographed or filmed at small club events, please bear in mind that at our large public events, it may be difficult to avoid capturing you in footage. However, we always review all photographs prior to publication, and we will ensure any images of you are deleted. If we are filming or taking photos for any other purpose, we will ask for your consent.
- Running and monitoring our club website, social media and Wi-Fi  
 We may monitor how our website is used by tracking the articles that you open and how you move around the site. This will help us to understand what information is most useful and helps to improve the site. We use Google Analytics service. Your IP address will be logged by our webserver but we would not be able to identify you from this information alone.
- Using CCTV for security and crime detection/ prevention  
 Prime Acrobatics has CCTV in place, and this is highlighted to visitors of the Centre with multiple signs around our Centre to clearly inform everyone that this surveillance system is installed and they could be captured on footage obtained by the Club. We have carried out a legitimate interest assessment (LIA) to ensure that the above processing is necessary and is carried out in a way that ensures a balance between the Club's interests and your individual interests, rights and freedoms with appropriate safeguards, especially to protect the interest of data subjects who are children. We can provide details of these assessments on request.

  - For your privacy, we do not operate CCTV in the toilets or Treatment Room.
  - The CCTV is not only in place to guard against vandalism and protect against intruders but to also safeguard children, adults and employees who enter the club.
  - The CCTV is used to help protect those who enter our club and employees when it comes to health and safety or to capture footage of any incidents that occur within the club.
  - All footage and data captured is retained for approx 30 days from recording. Any footage archived or kept indefinitely and is reported with a risk assessment, which will explain why the footage has been held and stored securely.
  - CCTV footage can only be accessed by senior members of staff.
  - If any CCTV footage videos or images are requested by the police, Prime Acrobatics has the right to ask for a written request before releasing any material.

- Police will usually view the CCTV footage on our premises and this would not warrant any concerns for the leak of the data.
- Please speak to a member of office staff or email [contact@primeacrobatics.com](mailto:contact@primeacrobatics.com) if you have any queries regarding the CCTV in operation.

You have a right to object to the use of your information for any purposes we undertake based on legitimate interests. Further information is provided in the section below on individual rights.

## Consent

We rely on consent in the following circumstances:

- To use your email or telephone numbers for internal marketing purposes
- To take photographs and video at a small club event, awards or training for publication  
With your consent, we may also take photos during training or at club events to promote the club on our website, club social media account and in communications. All film and photos of children will be published in line with our safeguarding policy.

When you have given us your consent for your personal information to be used for a particular purpose, you have the right to withdraw this consent at any time by contacting the Prime Acrobatics office. Your withdrawal of consent will not affect any use of the data that was made before you withdrew your consent.

## Special categories of personal data

There is a special category of personal data for information that is more sensitive and requires greater protection. Some of the information we process falls into this category (eg health/ medical data or any information you provide to us about a disability or your religion, race or gender identity). It is unlawful for organisations to process this type of information unless an additional legal condition applies. We will only process this type of information if one of the following applies:

- You have given your explicit consent or have made this information public
- We are required to do so to establish, exercise or defend a legal claim
- We are required to do so to comply with employment or social security or social protection law
- There is a substantial public interest in doing so
- It is in your vital interests and you are unable to provide consent eg if you are unconscious or do not have sufficient mental capacity

## Marketing

We will send you by email our Prime Acrobatics club newsletter (AcroChat).

By becoming a Prime Acrobatics member you have agreed and consented to receive information, newsletters and other information from Prime Acrobatics about our activities, services and products that we think might be of interest to you based on your age, interests and experience.

You can ask us to stop sending you this information at any point by emailing [contact@primeacrobatics.com](mailto:contact@primeacrobatics.com); however please be aware that this mean you will not receive any updates on Club class changes, closures or other important information.

Prime Acrobatics does not share your details for external marketing purposes or with third parties without your consent.

## Why we share information about you

We have a legitimate interest in sharing your personal information with British Gymnastics to ensure the sport is safe and well-governed and where relevant to access support and advice.



We may also be required to share your personal information in the following reasons:

- Complying with legal and/ or regulatory responsibilities.  
We may be required to share information with bodies such as Her Majesty's Revenue & Customs (HMRC), Health & Safety Executive (HSE), Police and Information Commissioner's Office (ICO). We may also share information with other organisations to safeguard children. Any information that is shared will be strictly limited to what is required to ensure children are protected from harm and will be carried out in accordance with the law and relevant government guidance.

#### **Additional information added on 27<sup>th</sup> July 2020.**

Following the COVID-19 pandemic, we now have a responsibility to keep a record (for 21 days) of names, dates and times of entry and exit for everyone who enters our Centre and their contact details and to assist NHS Test and Trace by providing that data if requested. We are confident that our normal procedures for staff and members will enable us to do so. Prime will support NHS Test & Trace, although parents can choose to opt out if they wish. Should such a request be received from NHS Test & Trace, we will email all parents in the relevant class to inform them of the request and give a 24-hour opt-out period. We will not share information with NHS Test & Trace for those who opt-out.

- Insurance
- Obtaining legal or professional advice
- Obtaining a service from a third party

All service providers are contractually required to ensure your information is secure and cannot use this information for their own purposes. Where we are required to share information with them to provide the service, we only disclose information that is strictly necessary to deliver the service.

Except for the above, will only share your information with any other third parties with your prior agreement.

## **Transfers of data out of the EEA**

We may transfer your personal information to countries which are located outside the European Economic Area (EEA) for the follow purposes:

- To the USA in order to provide an e-marketing service. This service is provided by Mailchimp who are certified as adhering to the EU-US Privacy Shield. For more information, please see MailChimp's Privacy Policy [here](#).

We will not transfer your information to any other country or organisation outside the EEA unless there is a European Commission adequacy decision for the specific country to which the data is transferred or where we can be certain that there are adequate safeguards provided for your information and individual rights standards that meet the GDPR requirements.

Please contact us at [contact@primeacrobatics.com](mailto:contact@primeacrobatics.com) if you would like further information about why transfers to the above countries are permitted under GDPR.

## **Individual rights**

You have important rights under data protection law. In summary these include:

- To be informed about how your information is processed (set out above)
- To access any personal data held about you

You have the right to access the personal information we hold about you. You can also request a copy of any other information we hold by emailing us at [contact@primeacrobatics.com](mailto:contact@primeacrobatics.com)

- To have your data rectified if it is inaccurate  
If you think that any of the information we hold is inaccurate, you can ask that corrections are made. We will either make the requested amendments or provide an explanation as to why we are not making changes
- To have your data deleted (except if there is a valid lawful reason to retain it)  
If you do not renew your membership or cease to have a relationship with the club, we will delete any information you provided within two years except for any financial/ accounting records which need to be retained for six years in line with UK tax law. Additional information that has been provided solely for the purpose of participating in a specific activity will be deleted after the event.

Video footage that has only been taken for coaching purposes will be retained only for as long as it is required for that purpose and in most cases, will be deleted if no longer required.

Photographs and other video footage captured for promotional purposes will be retained for as long as required (as stated in 'Photography and filming to promote the club' section). After this point, they will be deleted unless we consider them to be of public interest and should consequently be archived for historical purposes. Where images have been published on social media, these platform providers may continue to process your data after the retention period has lapsed.

CCTV footage will be deleted after 30 days unless it is required to prevent or detect a crime.

You have a right to request the deletion of your information in advance of the above retention periods. We will delete this information unless there is a lawful reason for the information to be retained.

- To have your information restricted or blocked from processing  
If you object to processing, we will restrict the processing of your information for the purpose to which you are objecting whilst we review your objection.
- To portability  
If you wish to move to another club, you can transfer your information to another club registration by logging into 'My Account' on the British Gymnastics system. Alternatively, if you wish to leave the Club, the information you provided on behalf of our Club will be archived on the British Gymnastics system for 60 days and will be deleted after this has lapsed. During this period, you can transfer your information to another club. This may be limited to your club membership.
- To object to:
  - Any processing based on legitimate interests  
The right to object is specific to the data subject's particular situation. We will stop processing your personal data unless we can demonstrate compelling legitimate grounds for the processing, which override your individual interests, rights and freedoms or we need to continue to process your information in connection with a legal claim.
  - Your personal information being used for direct marketing activities  
You can object to our direct marketing activities by unsubscribing from the relevant communication as described above in the marketing section of this Notice.

The right to object extends to any automated decision-making including profiling, which we do not undertake.

To learn more about your rights, visit [ICO](#).

To exercise any of your rights or if you have any questions about our Privacy Notice please contact: Erica Malcolmson by email at [contact@primeacrobatics.com](mailto:contact@primeacrobatics.com), or by phone on 01483 755777

While we hope to be able to resolve any concerns you have about the way that we are processing your personal data, you have the right to lodge a complaint with the Information Commissioners Office (ICO) if you believe your data has been processed in a way that does not comply with the GDPR or have any wider concerns about our compliance with data protection law. You can do so by calling the ICO helpline on 0303 123 1113 or via their website.

## Keeping your personal information secure

We have appropriate security measures in place to prevent personal information from being accidentally lost or used or accessed in an unauthorised way. We limit access to your personal information to those who have a genuine reason to need to know it. Those processing your information will do so only in an authorised manner and are subject to a duty of confidentiality. We also have procedures in place to deal with any suspected data security breach. We will inform you and the ICO of any personal data breaches in line with our legal obligations.

## Changes to our privacy notices

We keep our privacy notices under regular review. This Privacy Notice was published on 24th May 2018 and updated on 27<sup>th</sup> July 2020.

We may change this Privacy Notice from time to time and when we do, we will inform you via our website.