



Talent and Leadership Club – Privacy Policy

Last Updated: 7th July 2025

Welcome to the Talent and Leadership Club (hereinafter referred to as "the Club"). We are committed to protecting your privacy and ensuring the security of your personal data. This Privacy Policy explains how we collect, use, store, and share your personal information when you engage with our community, both virtually and in person.

1. Information We Collect

We may collect and process the following personal data:

a. Personal Information

- Full name
- Contact details (email address and phone number)
- Employer and job title
- Location of employment (e.g. city or region)

b. Event-Related Data

- Attendance records for in-person and virtual events
- Feedback, survey responses, and post-event evaluations

c. Insight and Research Data

- Anonymised data from social media or community discussions to identify trends in the industry

2. How We Use Your Information

We process your personal data under the following lawful bases: legitimate interests, consent, and contract (as applicable). Your data may be used for:

a. Membership and Communication

- Managing your membership and participation in the Club
- Sending updates about events, initiatives, or opportunities relevant to the community
- Responding to enquiries and providing support

b. Event Management

- Planning and running in-person or virtual events
- Personalising invitations or follow-ups based on your interests or previous attendance

c. Research and Community Insight

- Aggregated analysis of trends to improve community offerings
- Informing research reports, insight summaries, or industry whitepapers (always anonymised)

3. Data Sharing and Disclosure

We will never sell your personal data. However, we may share data under the following circumstances:

a. With Consent

We may share limited details (e.g. name, organisation, job title) with event partners to help coordinate attendance and logistics, only where necessary and with your consent.

b. Legal Requirements

We may share data when required by law or regulation, or to protect our legal rights.

c. Collaboration Tools

If you participate in platforms such as WhatsApp or similar forums, your phone number, name, and profile picture will be visible to others. The Club does not share your posts, but you should treat these forums as semi-public and comply with your employer's data use policies.

4. Data Security

We take data security seriously. We use appropriate organisational and technical measures to protect your information from unauthorised access, alteration, or loss. However, no online platform is 100% secure, and we cannot guarantee absolute security.

5. Your Rights

Under UK data protection law (UK GDPR), you have the right to:

- Access the personal data we hold about you
- Request correction of inaccurate data
- Request deletion of your data (subject to retention requirements)
- Object to or restrict processing in certain circumstances
- Withdraw consent where processing is based on consent

To exercise your rights, contact us at ben.chambers@talentandleadership.co.uk

6. Data Retention

We retain personal data for as long as you are active in the community, and for no more than two years after your last engagement, unless we are legally required to keep it for longer.





7. Changes to This Policy

We may update this policy periodically. We will notify you of material changes via email and/or update the effective date at the top of this document.

8. Contact Us

If you have any questions or concerns about this Privacy Policy or how we handle your data, please contact:
ben.chambers@talentandleadership.co.uk