



Harmonise Training Academy Data Protection Policy

Harmonise Training Academy needs to keep certain information about its learners in order to allow it to record learner achievements, effectively manage customer correspondence, monitor the effectiveness of its qualifications and comply with awarding body guidelines. To comply with the law, information must be collected and used fairly, stored safely and not disclosed to any other person unlawfully.

To do this, Harmonise Training Academy must comply with the Data Protection Principles which are set out in the Data Protection Act 2018 (the 2018 Act), which is the UK's implementation of the General Data Protection Regulation (GDPR).

In summary these state that personal data shall:

- be obtained and processed fairly and lawfully and shall not be processed unless certain conditions are met;
- be obtained for a specified and lawful purpose and shall not be processed in any manner incompatible with that purpose;
- be adequate, relevant and not excessive for that purpose;
- be accurate and kept up to date;
- not be kept for longer than is necessary for that purpose;
- be processed in accordance with the data subject's rights;
- be kept safe from unauthorised access, accidental loss or destruction;

Harmonise Training Academy and all staff who process or use personal information must ensure that they follow these principles at all times. Harmonise Training Academy will adhere to the Act through the following measures:

- fully observing conditions regarding the fair collection and use of information;
- meeting its legal obligations to specify the purposes for which information is used;
- collecting and processing appropriate information only to the extent that it is needed to fulfil our operational needs or to comply with any legal requirements;
- ensuring the quality of information used;
- ensuring that the information is held for no longer than is necessary;
- ensuring that the rights of people about whom information is held can be fully exercised under the Act (i.e., the right to be informed that processing is being undertaken, to access one's personal information; to prevent processing in certain circumstances, and to correct, rectify, block or erase information that is regarded as wrong information);
- taking appropriate technical and organisational security measures to safeguard personal information;

Data Security

Harmonise Training Academy staff is responsible for ensuring that:

- any personal data that they hold is kept securely;
- personal information is not disclosed orally, in writing, via Web pages or by any other means, accidentally or otherwise, to any unauthorised third party.

Learner information

Details of learners' personal details, registrations, assessment results and qualification or unit achievements are retained by Harmonise Training Academy for a minimum of 1 year and YMCA for a minimum of 6 years. Unless authorized by a learner this information will not be shared with other parties other than Harmonise Training Academy and YMCA.

Learners wishing to access personal details in relation to YMCA qualifications will be subject to an identity check before any information is disclosed.

In accordance with Condition D4.2 of the Ofqual Conditions of Recognition YMCA is not obliged to disclose information if to do so would breach a duty of confidentiality or any other legal duty.