

Chwarae Teg FairPlay Employer GDPR Consent

Following the introduction of the General Data Protection Regulations (GDPR) in May 2018, Chwarae Teg has revised its Privacy Policy to ensure compliance with those new regulations and your data will be treated in accordance with that Privacy Policy. It sets out how personal information will be collected, stored, monitored and used, and you can access it at <https://chwaraeteg.com/privacy/>

This consent statement specifically relates to the information that will be collected from you and staff within your organisation, both during your organisation's participation in the FairPlay Employer Service and beyond.

Personal data that we collect during your participation in the FairPlay Employer Service

1) From your FairPlay Employer Service Co-ordinator

We will collect personal contact data for individuals who are representing the organisation in their engagement with Chwarae Teg's FairPlay Employer Service. This data will be treated in accordance with Chwarae Teg's overall Privacy Policy.

Any named contacts involved with the FairPlay Employer Service at your organisation will be added to our Dynamics 365 database and given the opportunity to actively opt-in to receive news and marketing emails from Chwarae Teg about other projects, activities and events.

2) Data collected from staff across your organisation via responses to the FairPlay Employer Benchmark Survey

As part of the FairPlay Employer Benchmark Survey, **we do not request** that respondents include personal data that would allow their responses to be directly attributable to individual members of staff (eg Name, Date of Birth, E-mail).

The survey **does** include questions asking for personal data in relation to a number of 'protected characteristics' as defined by The Equalities Act 2010. These questions include:

- gender
- age
- disability
- gender reassignment
- religion or belief
- marriage and civil partnership
- pregnancy and maternity/paternity/adoption/shared parental leave
- race
- sexual orientation

3) Optional data to be collected in the FairPlay Employer Benchmark Survey

In consultation with your appointed Chwarae Teg FairPlay Employer Service Partner, you may also include questions in your Benchmark Survey around Department, Team or Office Location. Such data would not be relevant when benchmarking your organisation's survey results and would not be applicable when adding your survey data into the Benchmark data pool.

How will we use data?

Chwarae Teg believe that taking an intersectional approach to our work is key to understanding gender equality in organisations.

Any personal information we gather in relation to protected characteristics will only be used in the context of the FairPlay Employer Service as set out below:

- 1) For review, analysis and creation of your organisation's survey results report by your FairPlay Employer Service Representative. Chwarae Teg will not specifically refer to any groups of respondents where any detailed analysis identifies a group of respondents of 10 individuals or lower;
- 2) Benchmarking your organisation's Equality and Diversity performance against data held in respect of other organisations across all industry sectors; and against other organisations in the same industry sector as your organisation;
- 3) Adding your organisation's data to the FairPlay Employer Service Benchmark pool. This data would be added anonymously without any reference to the parent organisation
- 4) Anonymised data in our benchmark data pool may be used by Chwarae Teg in any future equality-based research or statistical analysis.

Who will have access to the data collected through the FairPlay Employer Service Benchmark survey?

- The raw data collected through the FairPlay Employer Service Benchmark survey will be owned by Chwarae Teg as the Data Controller, and will never be sent or sold to a third party.
- Access to your raw survey data will only be granted to Chwarae Teg employees working within our Business and Fair Play Employer Team who will work with you on your FairPlay Employer Service journey, and members of our Policy and Research Team for wider analysis as required.
- Access to your raw survey data is restricted by appropriate encryption system accounts and passwords.
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How long will we keep the data collected from your organisation as part of the FairPlay Employer Service?

- The raw data collected through the FairPlay Employer Service Benchmark survey will be kept by Chwarae Teg for a period of 5 years in order to measure equality and diversity progression and distance travelled within your organisation (if applicable), your sector and across all sectors.
- All raw data over 5 years old will be anonymised and no longer identifiable or attributable to the parent organisation. Anonymised data collected through the survey will still be used for any relevant research conducted by Chwarae Teg or any organisations appointed to conduct research on Chwarae Teg's behalf.

By signing this form you are consenting to your information being used in the ways set out above.

Signed: _____ Date: _____

On behalf of (name of organisation): _____

Position: _____