

Privacy Notice

This is the privacy notice of Just Cuts Hairdressers. In this document, “we”, “our”, or “us” refers to Just Cuts Hairdressers.

Just Cuts Hairdressers is strongly committed to each visitors right to privacy. This privacy statement applies to Just Cuts Hairdressers in the United Kingdom and any of its affiliates which control and make use of visitor information collected via this site.

If you as a visitor choose to register or submit information to this Website, you agree to the use of such data in accordance with this privacy statement. Please note that this site contains links to other sites, including sites maintained by other member firms and affiliates of Just Cuts Hairdressers, which may not be governed by this privacy statement.

If you have any questions regarding this privacy statement or do not feel that your concerns have been addressed, please contact us.

Our registered office is 52 Wards End Loughborough LE11 3HB

Our company number is 100 7 1098

GDPR gives you;

The right to be informed

The right of access

The right to rectification

The right to erasure

The right to restrict processing

The right to data portability

The right to object

Rights in relation to automated decision making and profiling

Introduction

1. This is a notice to inform you of our policy about all information that we record about you. It sets out the conditions under which we may process any information that we collect from you, or that you provide to us. It covers information that could identify you (“personal information”) and information that could not. In the context of the law and this notice, “process” means collect, store, transfer, use or otherwise act on information.
2. We regret that if there are one or more points below with which you are not happy, your only recourse is to leave our website immediately.

3. We take seriously the protection of your privacy and confidentiality. We understand that all our clients and visitors to our website are entitled to know that their personal data will not be used for any purpose unintended by them, and will not accidentally fall into the hands of a third party.
 4. We undertake to preserve the confidentiality of all information you provide to us, and hope that you reciprocate.
 5. Our policy complies with UK law accordingly implemented, including that required by the EU General Data Protection Regulation (GDPR).
 6. The law requires us to tell you about your rights and our obligations to you in regards to the processing and control of your personal data. We do this now, by requesting that you read the information provided at www.knowyourprivacyrights.org
 7. Except as set out below, we do not share, or sell, or disclose to a third party, any information collected through our website.
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The bases on which we process information about you

The law requires us to determine under which of six defined bases we process different categories of your personal information, and to notify you of the basis for each category.

If a basis on which we process your personal information is no longer relevant then we shall immediately stop processing your data.

If the basis changes then if required by law we shall notify you of the change and of any new basis under which we have determined that we can continue to process your information.

Information we process because we have a contract with you

When you become our client, a contract is formed between you and us.

The service we provide to you as a client necessarily entails you providing us with personal information.

We process this information on the basis there is a contract between us, or that you have requested we use the information before we enter into a legal contract.

Additionally, we may aggregate this information generally use it to provide class information, for example to monitor the performance of a particular service we provide. If we use it for this purpose, you as an individual will not be personally identifiable.

We shall continue to process this information until the contract between us ends or is terminated by either party under the terms of the contract.

Information we process with your consent

Through certain actions when otherwise there is no contractual relationship between us, such as when you browse our website or ask us to provide you more information about our

services, you provide your consent to us to process information that may be personal information.

Wherever possible, we aim to obtain your explicit consent to process this information.

Sometimes you might give your consent implicitly, such as when you write to us requesting a response.

Except where you have consented to our use of your information for a specific purpose, we do not use your information in any way that would identify you personally. We may aggregate it in a general way and use it to provide class information.

We continue to process your information on this basis until you withdraw your consent or it can be reasonably assumed that your consent no longer exists.

You may withdraw your consent at any time by writing to us at our registered office or by e-mail at info@justcutshairdressers.co.uk. If you do so, we shall not be able to provide our services further.

Information we process for the purposes of legitimate interests – *this is the category under-which we process all sensitive special category data, see below for more information or read our sensitive data policy*

We may process information on the basis there is a legitimate interest, either to you or to us, of doing so.

Where we process your information on this basis, we do after having given careful consideration to:

- whether we could achieve the same objective by other means
- whether processing (or not processing) might cause you harm
- whether you would expect us to process your data, and whether you would, in the round, consider it reasonable to do so

For example, we may process your data on this basis for the purposes of:

- record-keeping for the proper and necessary administration of our business
- protecting and asserting your rights, our rights, or the rights of any other third party
- insuring against or obtaining professional advice that is required to manage business risk
- protecting your interests where we believe we have a duty to do so

Information we process because we have a legal obligation

We are subject to the law like everyone else. Sometimes, we must process your information in order to comply with a statutory obligation.

For example, we may be required to give information to legal authorities if they so request or if they have the proper authorisation such as a search warrant or court order.

This may include your personal information.

The bases on which we process sensitive / special category information about you

Special Category Information we may gather from you in the future as a client

Please read our Sensitive Data Policy link to add

Specific uses of information you provide to us

Job application and employment

If you send us information in connection with a job application, we may keep it for up to three years in case we decide to contact you at a later date.

If we contract you as a locum, we collect information about you and your work from time to time throughout the period of your employment. This information will be used only for purposes directly relevant to your employment. After your employment has ended, we will keep your file for six years before destroying or deleting it.

Contacting us

When you contact us, whether by telephone, by post, through our website or by e-mail, we collect the data you have given to us in order to reply with the information you need.

We record your request and our reply in order to increase the efficiency of our business.

We may keep personally identifiable information associated with your message, such as your name and email address so as to be able to track our communications with you to provide a high quality service.

We will never contact you unless to reply to your request, your information will not be held for marketing purposes.

You can at any point ask for you data to be removed from our secure email system.

Complaining

When we receive a complaint, we record all the information you have given to us.

We use that information to resolve your complaint.

If your complaint reasonably requires us to contact some other person, we may decide to give to that other person some of the information contained in your complaint. We do this as infrequently as possible, but it is a matter for our sole discretion as to whether we do give information, and if we do, what that information is.

We may also compile statistics showing information obtained from this source to assess the level of service we provide, but not in a way that could identify you or any other person.

If you complain about any of the content on our website or in any brochure, we shall investigate your complaint. If we feel it is justified or if we believe the law requires us to do so, we shall remove the content while we investigate.

If we think your complaint is vexatious or without any basis, we shall not correspond with you about it.

Use of information we collect through automated systems when you visit our website

Cookies and Web Beacons

To ensure that our Web site is well managed and to facilitate improved navigation within the site, we or our service provider(s) may use cookies (small text files stored in a user's browser) or web beacons (electronic images that allow the web site to count visitors who have accessed a particular page and to access certain cookies) to collect aggregate data. We may use such devices to track information on our systems and identify categories of visitors by items such as IP address, domain, browser type and pages visited. This information is reported to us and we use the information to analyse the number of visitors to different areas of the site and to make sure that our Web site is serving as a useful, effective information source.

Neither cookies nor Web beacons collect personal information such as your name or email address. Cookies may be disabled, however, under specific circumstances, visitors may be denied access to some parts of our site if their browsers reject cookies.

To ensure that our Web site is well managed, we or our service provider may track information on our systems and identify categories of visitors by items such as domain, company IP address and browser type. We use this information to analyse the number of visitors to different areas of our site to make sure that our web site is serving as a useful and effective information source.

We use cookies in the following ways:

- to track how you use our website
- to record whether you have seen specific messages we display on our website

Personal identifiers from your browsing activity

Requests by your web browser to our servers for web pages and other content on our website are recorded.

We record information such as your geographical location, your Internet service provider and your IP address. We also record information about the software you are using to browse our website, such as the type of computer or device and the screen resolution.

We use this information in aggregate to assess the popularity of the web pages on our website and how we perform in providing content to you.

If combined with other information we know about you from previous visits, the data possibly could be used to identify you personally, even if you are not signed in to our website.

Disclosure and sharing of your information

Disclosure of Information to Third Parties

Although we may provide visitors' information to service providers that handle information on our behalf, we will not share the information with third parties or other Just Cuts Hairdressers entities for secondary or unrelated purposes unless otherwise disclosed at the point of collection.

Personal information may be transmitted internationally through the Just Cuts Hairdressers worldwide organisation or to third parties for the purposes identified above.

Where appropriate, personal information may be disclosed to law enforcement, regulatory or other government agencies, or third parties where necessary or desirable to comply with legal or regulatory obligations or requests or for the purposes identified above.

Information we obtain from third parties

Although we do not disclose your personal information to any third party (except as set out in this notice), we sometimes receive data that is indirectly made up from your personal information from third parties whose services we use.

No such information is personally identifiable to you.

Access to your own information

Access to your personal information

- At any time you may review or update or request that we remove personally identifiable information that we hold about you. To obtain a copy of any information

that is not provided on our website you may send us a request at info@justcutshairdressers.co.uk

- After receiving the request, we will tell you when we expect to provide you with the information, and whether we require any fee for providing it to you.
 - When we receive any request to access, edit or delete personal identifiable information we shall first take reasonable steps to verify your identity before granting you access or otherwise taking any action. This is important to safeguard your information.
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Other matters

How you can complain about our privacy policy

- If you are not happy with our privacy policy or if you have any complaint with respect to how we process your personal information then you should tell us by email. Our address is info@justcutshairdressers.co.uk.
- If a dispute is not settled then we hope you will agree to attempt to resolve it by engaging in good faith with us in a process of mediation or arbitration.
- If you are in any way dissatisfied about how we process your personal information, you have a right to lodge a complaint with the Information Commissioner's Office. This can be done at <https://ico.org.uk/concerns/>

Retention period for personal data

Except as otherwise mentioned in this privacy notice, we keep your personal information only for as long as required by us: more information can be found on our data retention policy link to add

- to provide you with the services you have requested;
- to comply with other law, including for the period demanded by our tax authorities;
- to support a claim or defence in court.

Compliance with the law

Our privacy policy has been compiled so as to comply with the laws of the legal jurisdictions in the UK and the European Union. If you think it fails to satisfy any of these laws, we should like to hear from you.

Review of this privacy policy

We may update this privacy notice from time to time as necessary. The terms that apply to you are those posted here on our website on the day you use our website. We advise you to print a copy for your records.

If you have any question regarding our privacy policy, please contact us on info@justcutshairdressers.co.uk

