

The Havant Orchestras

HADOS GDPR Policy

Overview

Key details

- Policy prepared by: Cath Hutchin, Hon. Secretary for the Havant Orchestras
- Policy based on the template recommended by 'Making Music'
- Approved by committee on: 30/09/2025
- Next review date: the first full committee meeting following the AGM 2026

About this policy

- In order to operate, Havant and District Orchestral Society (HADOS) needs to gather, store and use certain forms of information about individuals. These can include members, employees, contractors, suppliers, volunteers, audiences and potential audiences, business contacts and other people the group has a relationship with or regularly needs to contact.
- This policy explains how this data should be collected, stored and used in order to meet HADOS data protection standards and comply with the General Data Protection Regulations (GDPR).
- This policy ensures that HADOS:
 - Protects the rights of our members, volunteers and supporters
 - Complies with data protection law and follows good practice
 - Protects the group from the risks of a data breach

Who and what does this policy apply to?

This applies to *all* those handling data on behalf of HADOS e.g.:

- Committee members / Employees and volunteers / Members / Contractors / 3rd-party suppliers

It applies to all data that HADOS holds relating to individuals, including:

- Names / Email addresses / Postal addresses / Phone numbers / Any other personal information held (e.g. financial) / Emergency contact details

Roles and responsibilities

HADOS is the Data Controller and will determine what data is collected and how it is used.

The Data Protection Officer for HADOS is Cath Hutchin, (Hon. Secretary for the Havant Orchestras). She, together with the Committee, is responsible for the **secure, fair and transparent collection and use of data** by HADOS. Any questions relating to the collection or use of data should be directed to the Data Protection Officer.

Everyone who has access to data as part of HADOS has a responsibility to ensure that they adhere to this policy.

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Data protection principles

a) We fairly and lawfully process personal data in a transparent way

HADOS will only collect data where lawful and where it is necessary for the legitimate purposes of the group.

- A **member's** name and contact details will be collected when they first join the group, and will be used to contact the member regarding group membership administration and activities. Other data may also subsequently be collected in relation to their membership, including their payment history for 'subs'. Where possible HADOS will anonymise this data
 - Lawful basis for processing this data: - the collection and use of data is fair and reasonable in relation to HADOS completing tasks expected as part of **the individual's membership**).
- The name and contact details of **volunteers, employees and contractors** will be collected when they take up a position, and will be used to contact them regarding group administration related to their role.
Further information, including personal financial information and criminal records information may also be collected in specific circumstances where lawful and necessary (in order **to process payment** to the person or in order **to carry out a DBS check**).
 - Lawful basis for processing this data: - the collection and use of data is fair and reasonable in relation to HADOS completing tasks expected as part of **working with the individuals**
- An individual's name and contact details will be collected when they make a **booking** for an event. This will be used to contact them about their booking and to allow them entry to the event.
 - Lawful basis for processing this data: - the collection and use of data is fair and reasonable in relation to HADOS completing tasks expected as part of **the booking**,
- An individual's name, contact details and other details may be collected at any time (including when booking tickets or at an event), with their consent, in order for HADOS to communicate with them about, and **promote, group activities**. See 'How we get consent' below.
 - Lawful basis for processing this data: Consent (see 'How we get consent')

b) We only collect and use personal data for specific, explicit and legitimate purposes and will only use the data for those specified purposes.

When collecting data, HADOS will always provide a clear and specific privacy statement explaining to the subject why the data is required and what it will be used for.

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c) We ensure any data collected is relevant and not excessive

HADOS will not collect or store more data than the minimum information required for its intended purposes.

d) We ensure data is accurate and up-to-date

HADOS will ask members, volunteers and staff to check and update their data on an annual basis. Any individual will be able to update their data at any point by contacting the Data Protection Officer.

e) We ensure data is not kept longer than necessary

HADOS will keep records for no longer than is necessary in order to meet the intended use for which it was gathered (unless there is a legal requirement to keep records).

The storage and intended use of data will be reviewed in line with HADOS' data retention policy. When the intended use is no longer applicable (e.g. contact details for a member who has left the group), the data will be deleted within a reasonable period.

f) We keep personal data secure

HADOS will ensure that data held by us is kept secure.

- Electronically-held data will be held within a password-protected and secure environment
- Passwords for electronic data files will be re-set each time an individual with data access leaves their role/position
- Access to data will only be given to relevant trustees/committee members/contractors where it is clearly necessary for the running of the group. The Data Protection Officer will decide in what situations this is applicable and will keep a master list of who has access to data

Individual's Rights

When HADOS collects, holds and uses an individual's personal data that individual has the following rights over that data. HADOS will ensure its data processes comply with those rights and will make all reasonable efforts to fulfil requests from an individual in relation to those rights.

- ***Right to be informed:*** whenever HADOS collects data it will provide a clear and specific privacy statement explaining why it is being collected and how it will be used.
- ***Right of access:*** individuals can request to see the data HADOS holds on them and confirmation of how it is being used. Requests should be made in writing to the Data Protection Officer and will be complied with free of charge and within one month. Where requests are complex or numerous this may be extended to two months

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- **Right to rectification:** individuals can request that their data be updated where it is inaccurate or incomplete. HADOS will request that members, staff and contractors check and update their data on an annual basis. Any requests for data to be updated will be processed within one month.
- **Right to object:** individuals can object to their data being used for a particular purpose. HADOS will always provide a way for an individual to withdraw consent in all marketing communications. Where we receive a request to stop using data we will comply unless we have a lawful reason to use the data for legitimate interests or contractual obligation.
- **Right to erasure:** individuals can request for all data held on them to be deleted. HADOS data retention policy will ensure data is not held for longer than is reasonably necessary in relation to the purpose it was originally collected. If a request for deletion is made we will comply with the request unless:
 - There is a lawful reason to keep and use the data for legitimate interests or contractual obligation.
 - There is a legal requirement to keep the data.
- **Right to restrict processing:** individuals can request that their personal data be 'restricted' – that is, retained and stored but not processed further (e.g. if they have contested the accuracy of any of their data, HADOS will restrict the data while it is verified).
Though unlikely to apply to the data processed by HADOS, we will also ensure that rights related to portability and automated decision making (including profiling) are complied with where appropriate.

Member-to-member contact

We only share members' data with other members with the subject's prior consent
As a membership organisation HADOS encourages communication between members.
To facilitate this:

- Members can request the personal contact data of other members in writing via the Orchestral Manager or Administrator. These details will be given, as long as they are for the purposes of contacting the subject (e.g. an email address, not financial or health data) and the subject has consented to their data being shared with other members in this way

How we get consent

HADOS will regularly collect data from consenting supporters for marketing purposes. This includes contacting them to promote performances, updating them about group news, fundraising and other group activities.
Any time data is collected for this purpose, we will provide:

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- A method for users to show their positive and active consent to receive these communications (e.g. a 'tick box')
- A clear and specific explanation of what the data will be used for (e.g. 'Tick this box if you would like HADOS to send you email updates with details about our forthcoming events, fundraising activities and opportunities to get involved')

Data collected will only ever be used in the way described and consented to (e.g. we will not use email data in order to market 3rd-party products unless this has been explicitly consented to).

Every marketing communication will contain a method through which a recipient can withdraw their consent (e.g. an 'unsubscribe' link in an email). Opt-out requests such as this will be processed within 14 days.

Data retention policy

Overview

This policy sets out how HADOS will approach data retention and establishes processes to ensure we do not hold data for longer than is necessary. It forms part of HADOS Data Protection Policy.

Roles and responsibilities

HADOS is the Data Controller and will determine what data is collected, retained and how it is used. The Data Protection Officer for HADOS is Cath Hutchin (Hon. Secretary for the Havant Orchestras). She, together with the Committee is responsible for the secure and fair **retention and use of data** by HADOS. Any questions relating to data retention or use of data should be directed to the Data Protection Officer.

Regular Data Review

A regular review of all data will take place to establish if HADOS still has good reason to keep and use the data held at the time of the review.

As a general rule a data review will be held every year and no more than 14 calendar months after the last review. The most recent review took place in September 2025

Data to be reviewed

- HADOS stores data on digital documents (e.g. spreadsheets) stored on personal devices held by committee members.
- Data stored on third party online services (e.g. Google Drive,)

Who the review will be conducted by

- The review will be conducted by the Data Protection Officer with other committee members to be decided on at the time of the review.

How data will be deleted

- All reasonable and practical efforts will be made to remove data stored digitally.
 - Priority will be given to any instances where data is stored in active lists (e.g. where it could be used) and to sensitive data.

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- Where deleting the data would mean deleting other data that we have a valid lawful reason to keep (e.g. on old emails) then the data may be retained safely and securely but not used.

Statutory Requirements

Data stored by HADOS may be retained, based in statutory requirements for storing data other than data protection regulations. This might include but is not limited to:

- Gift Aid declarations records
- Details of payments made and received (e.g. in bank statements and accounting records)
- Trustee meeting minutes
- Contracts and agreements with suppliers/customers
- Insurance details
- Tax and employment records

Other data retention procedures

Member data

- When a member leaves HADOS and all administrative tasks relating to their membership have been completed any potentially sensitive data held on them will be deleted – this might include bank details or medical data
- Unless consent has been given data will be removed from all email mailing lists
- All other data will be stored safely and securely and reviewed as part of the next two year review

Mailing list data

- If an individual opts out of a mailing list their data will be removed as soon as is practically possible.
- All other data will be stored safely and securely and reviewed as part of the next two year review

Volunteer and freelancer data

- When a volunteer or freelancer stops working with HADOS and all administrative tasks relating to their work have been completed any potentially sensitive data held on them will be deleted – this might include bank details or medical data
- Unless consent has been given data will be removed from all email mailing lists
- All other data will be stored safely and securely and reviewed as part of the next year review

Other data

- All other data will be included in a regular, yearly review.

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HADOS GDPR Policy – reviewed September 2025