



PRIVACY NOTICE

1 Introduction

- 1.1 The Archdiocese of Birmingham (the "**Archdiocese**") is a charity registered with the Charity Commission in England and Wales. Our charity number is 234216 and our registered address is Cathedral House St Chad's Queensway Birmingham B4 6EX. In this Notice, references to 'we' and 'us' mean the Archdiocese.
- 1.2 "**Personal Data**" means information from which an individual can be identified, directly or indirectly.
- 1.3 When you provide us with Personal Data in order to engage with us and/or benefit from our activities, we may keep a record of the data you give to us in order to enable us to comply with our statutory and other legal obligations and to achieve our charitable objects of advancing and maintaining the Roman Catholic religion through the operation of our parishes and our other activities.
- 1.4 For the purpose of the retained EU law version of the General Data Protection Regulation ((EU) 2016/679) (**UK GDPR**), the Archdiocese through its Trustees will be a Data Controller in respect of your Personal Data. In some cases, the Archdiocese may be a joint Data Controller of your Personal Data (e.g. where your data is shared between the Archdiocese and another organisation for a particular purpose). Please be aware that our parishes form part of the Archdiocese and are not separate legal entities. Parishes are not Data Controllers nor do they process Personal Data on behalf of the Archdiocese as a Data Processor.
- 1.5 Everyone has rights with regard to how their Personal Data is handled by organisations. The Archdiocese is committed to ensuring that Personal Data is properly and securely managed in accordance with the relevant data protection laws, and believes this is an important part of achieving trust and confidence between the Archdiocese and those with whom it interacts. Please read this Notice to understand how we use and protect the information which you provide to us or which we obtain or hold about you, and to understand what your rights are in relation to information that we hold. This Notice applies to information about living identifiable individuals only.
- 1.6 GDPR refers to "**processing**" Personal Data. Processing includes recording, organising, storing, using and disposing of Personal Data.

2 What Personal Data do we hold about you?

- 2.1 We may hold the following types of Personal Data:
- 2.1.1 name and contact details;



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- 2.1.2 gender, age, date of birth, marital status, National Insurance number and nationality;
 - 2.1.3 information about your education/work history and professional qualifications;
 - 2.1.4 information about your family and any dependants;
 - 2.1.5 information about your current involvement in Archdiocesan activities and events;
 - 2.1.6 financial information (e.g. bank details) and details of any donations you have made to us in the past;
 - 2.1.7 information obtained as a result of any background checks on clergy, staff or volunteers;
 - 2.1.8 CCTV recordings and photographs;
 - 2.1.9 information we collect through your use of our website(s) such as IP addresses and other information collected using cookies; and
 - 2.1.10 any other information which you choose to provide to us or with which we are provided by others.
- 2.2 We may also hold Special Categories of Personal Data e.g. information about your religious beliefs, information about your health and wellbeing, information revealing racial or ethnic origins, information concerning your sexual orientation or, in the case of background checks, information about criminal records or proceedings.
- 2.3 We may also receive Personal Data about you from third parties, for example, your family members, other parishioners, other dioceses, our schools, medical professionals, the police and other law enforcement bodies.
- 2.4 Dealing with reports of abuse
- We take all reports of abuse in the Diocese very seriously. If a report is made, we will handle it in accordance with our established safeguarding procedures. This is likely to involve the processing of personal information about various individuals, including victims and survivors, alleged perpetrators and witnesses. As part of our procedures, we may appoint and share personal information with an investigator or assessor from outside the Diocese to investigate and to advise us on appropriate action to take. Where we believe it is necessary to do so, we will also share personal information with the statutory authorities, such as the police or local authority. We will always handle reports sensitively and keep individuals informed about how their personal information will be used. We have prepared a separate privacy notice for victims and survivors. If you wish to report abuse within the Diocese to us, please contact our Safeguarding Team on 0121 230 6240 or by email on: safeguarding@rcaob.org.uk



3 How and Why we Process Your Personal Data?

- 3.1 The Personal Data which we hold about you, whether it is collected directly from you or whether we receive it from a third party, may be processed in a number of ways, for example:
- 3.1.1 to communicate with you in relation to church activities, news, or events taking place in a parish, the Archdiocese or the wider church. We may also sometimes ask you for feedback.
 - 3.1.2 to improve our activities and the way we communicate with you including our website or the website of any parish;
 - 3.1.3 to carry out our activities, from weddings and funerals to general pastoral and spiritual care;
 - 3.1.4 to process donations that you may make to us or other payments where, for example, you hire facilities belonging to the Archdiocese;
 - 3.1.5 to administer, support, improve and develop the administration of the Archdiocese's work and operations and to keep the Archdiocese's or any parish's accounts and records up-to-date;
 - 3.1.6 to process applications from you, including grant applications and applications for roles within the Archdiocese;
 - 3.1.7 to identify potential additional sources of fundraising such as identifying those eligible to make Gift Aid nominations and other forms of wealth screening;
 - 3.1.8 for audit and statistical purposes (e.g. for the annual audit undertaken by the Bishops' Conference of England and Wales);
 - 3.1.9 to ensure we comply with our legal obligations (e.g. by providing information to the Charity Commission or HMRC or carrying out safeguarding checks);
 - 3.1.10 in the case of CCTV recordings, to prevent or detect crime, and to help create a safer environment for our staff, parishioners and visitors; and
 - 3.1.11 to live stream Masses and other church celebrations to assist those who cannot attend. These may be viewed via the internet anywhere in the world.
 - 3.1.12 to address and respond to any reports of abuse we may receive in accordance with our safeguarding procedures;
 - 3.1.13 to address and respond to any complaints we may receive in accordance with our complaints procedures; and



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3.2 Any information gathered through cookies and similar technologies via the Archdiocesan website or the website of any parish, chaplaincy, the Diocesan Education Service or any centre of activity of the Archdiocese may be used to measure and analyse information on visits to the website, to tailor the website to make it better for visitors and to improve technical performance. We will not use the data to identify you personally or to make any decisions about you.

4 On What Grounds do we Process your Personal Data?

4.1 We must have a lawful basis for processing your information; this will vary according to the circumstances of how and why we have your information but typical examples include:

4.1.1 the activities are within our legitimate interests in advancing and maintaining the Roman Catholic religion, (e.g. where we use information provided when your child is baptised to follow up with families for first communion) or in providing information about the activities of the Archdiocese or any Archdiocesan parish, or in raising charitable funds;

4.1.2 you have given consent (which can be withdrawn at any time by contacting us using the details below) for us to process your information (e.g. to send you marketing or fundraising communications by email or SMS);

4.1.3 we are carrying out necessary steps in relation to a contract to which you are party or prior to you entering into a contract (e.g. where you enter into a hire agreement for one of our facilities);

4.1.4 the processing is necessary for compliance with a legal obligation (e.g. where we pass on information to a local authority for safeguarding or other reasons);

4.1.5 the processing is necessary for carrying out a task in the public interest (e.g. updating and maintaining the civil register of marriages); or

4.1.6 to protect your vital interests (e.g. if you were unfortunate enough to fall ill or suffer an injury on our premises, then we may pass on information to the NHS for treatment purposes and to family members).

4.2 If we process any Special Categories of Personal Data we must have a further lawful basis for the processing. This may include:

4.2.1 where you have given us your explicit consent to do so (e.g. to cater for your medical or dietary needs at an event);

4.2.2 where the processing is necessary to protect your vital interests or someone else's vital interests (e.g. passing on information to the Police);



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- 4.2.3 where the processing is carried out in the course of our legitimate activities as a Roman Catholic Archdiocese working with and supporting our current and former parishioners and the information is not shared outside the Roman Catholic Church other than with your consent (e.g. carrying out parish censuses);
- 4.2.4 you have made the information public;
- 4.2.5 where the processing is necessary for the establishment, exercise or defence of legal claims;
- 4.2.6 where the processing is necessary for carrying out the Archdiocese's employment and social security obligations; or
- 4.2.7 where the processing is necessary for reasons of substantial public interest (e.g. where steps are taken to prevent fraud or other dishonest activity);

provided that the legal basis is proportionate to the aim pursued and provides for suitable and specific measures to safeguard your rights, or is part of our legitimate interests as a Roman Catholic Archdiocese and charitable institution.

4.3 If we Process any Personal Data comprising criminal convictions or offences we must also have a further lawful basis for the processing. This may include:

- 4.3.1 where the Diocese is exercising obligations or rights which are imposed or conferred by law on us or you in connection with employment, social security or social protection and the Diocese has an appropriate policy document in place (e.g. to undertake appropriate checks on individuals prior to taking up a role);
- 4.3.2 where it is necessary for the prevention or detection of an unlawful act (e.g. passing on information to the Police or other investigatory body);
- 4.3.3 where the Diocese is complying with or assisting others to comply with regulatory requirements relating to unlawful acts or dishonesty (e.g. passing on information to the Police or other investigatory body);
- 4.3.4 where it is carried out in the course of safeguarding children or other individuals at risk e.g. making a safeguarding disclosure;
- 4.3.5 where an individual has given their consent to the processing;
- 4.3.6 where the Diocese is establishing, exercising or defending legal claims (e.g. providing information to our insurers or lawyers in connection with legal proceedings);
- 4.3.7 where it is necessary to protect the vital interests of an individual (e.g. passing on information to the Police); or



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4.3.8 where it is carried out in the course of the Diocese's legitimate activities as a not-for-profit body with religious aims (e.g. carrying out pastoral activities).

5 Who will we Share Your Personal Data With?

5.1 We will only use your Personal Data within the Archdiocese for the purposes for which it was obtained, unless:

5.1.1 you have explicitly agreed that we may share your Personal Data with another organisation or;

5.1.2 we are otherwise permitted or required to under:

(a) the Data Protection Rules or;

(b) order of a Court or other competent regulatory body or;

(c) as set out in this Notice.

5.2 We may share your information with other parts of the Roman Catholic Church.

5.3 We may share your information with government bodies for tax purposes or law enforcement agencies for the prevention and detection of crime.

5.4 If we receive a report of abuse, we may decide to appoint an individual from outside the Diocese to undertake an investigation or assessment and to advise us on appropriate action to take. Where we believe it is necessary to do so, we will also share personal information with appointed investigators/assessors and with the statutory authorities, such as the police or local authority.

5.5 Sometimes the Archdiocese contracts with third parties whom we ask to process Personal Data on our behalf (e.g. IT consultants, distributors of parish newsletters and directories). We require these third parties to comply strictly with our instructions and with the GDPR.

5.6 We also may be required to share your Personal Data so that the Archdiocese can benefit from Gift Aid declarations you have made e.g. with HMRC.

5.7 We have in place administrative, technical and physical measures designed to guard against and minimise the risk of loss, misuse or unauthorised processing or disclosure of the Personal Data that we hold.

5.8 In the course of processing your Personal Data, or disclosing it to the recipients referred to above, we may transfer it to countries which are outside the United Kingdom (UK), some of which may not have laws which provide the same level of protection to your Personal Data as laws inside the UK. In such cases we will take steps to ensure that your Personal Data is appropriately protected.



6 How Long will we Keep your Information?

- 6.1 We will endeavour only to keep Personal Data for as long as is necessary and to delete it when it is no longer so. We will at the point when you provide us with Personal Data endeavour to let you know for how long your Personal Data will be retained

7 Your Rights

- 7.1 You have rights in respect of the Personal Data you provide to us. In particular:
- 7.1.1 the right to request a copy of some or all of the Personal Data that we hold about you (including, in some cases, in a commonly used, machine readable, format so that it can be transferred to other Data Controllers. We do not currently make a charge for this service; and
 - 7.1.2 the right not to be subject to legal or other significant decisions being taken about you on the basis of an automated process (i.e. without human intervention).
 - 7.1.3 the right to ask that any inaccuracies in your Personal Data are corrected;
 - 7.1.4 the right to have us restrict the Processing of all or part of your Personal Data;
 - 7.1.5 the right to ask that we delete your Personal Data where there is no compelling reason for us to continue to Process it;
 - 7.1.6 the right to object to us Processing your Personal Data for direct marketing purposes e.g. in relation to fundraising [or wealth screening] carried out by the Diocese; and
 - 7.1.7 the right not to be subject to legal or other significant decisions being taken about you on the basis of an automated process (i.e. without human intervention).
- 7.2 Please note that the above rights may be limited in some situations – for example, where we can demonstrate that we have a legal requirement to process your Personal Data or where there are overriding legitimate grounds for the processing. Also, we may need you to provide us with proof of identity for verification and data security purposes before you can exercise your rights.
- 7.3 Rights may only be exercised by the individual whose information is being held by the Archdiocese or with that individual's express permission. Children may be entitled to make their own requests. This means that parents / guardian / family members of children over around 12 years do not have an automatic right to see information about their child or prevent their child from making a request to the Archdiocese.



8 Promotion of External Events

- 8.1 We regularly promote events on our website and in our newsletters that are not hosted by us. Before you provide another organisation with your personal data, please read their privacy notice which should explain what personal data they collect and how they process it. Some of the organisations may be based outside of the UK and EU, for example in the US, so they will operate under different data protection laws to here in the UK.

9 Changes to this Notice

- 9.1 We may make changes to this Notice from time to time as our organisational practices and/or applicable laws change. We will not make any use of your personal information that is inconsistent with the original purpose(s) for which it was collected or obtained (if we intend to do so, we will notify you in advance wherever possible) or otherwise than is permitted by data protection laws.

10 Contact Details

- 10.1 If you have any questions, require further information about how we protect your Personal Data, if you wish to exercise any of the above rights or if you would like to provide feedback or make a complaint about the use of your information, please contact the Diocesan Data Compliance Manager, Debbie Jones debbie.jones@rcaob.org.uk Telephone: 0121 230 6271. Letters should be marked for her attention and sent to Cathedral House St Chad's Queensway Birmingham B4 6EX.
- 10.2 We hope that we can satisfy any queries you may have about the way in which we process your Personal Data. However, if you have unresolved concerns you also have the right to complain to the Information Commissioner ('ICO') (ico.org.uk).

11 Cookies

- 11.1 Cookies, also known as browsers or tracking cookies, are small text files that are added to your computer when you visit a website. They help websites to perform certain functions e.g. to know who you are if you log into a restricted part of a website, for shopping carts, and for tracking purposes.
- 11.2 The Archdiocese uses the following cookies:
- 11.2.1 **Google analytics.** We use Google analytics cookies on the website for tracking purposes. The cookies allow us to understand general traffic to our website for example number of visitors and length of time on site. This process does collect data, but in an anonymous form, to help us make improvements, develop the website and enhance the user experience.
- 11.2.2 **Privacy preferences.** We use a tracking cookie, which is added to your computer, to remember your cookie preferences i.e. if you have allowed or disallowed them.



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11.2.3 **Register for events.** We have the ability for you to register for events on the website. If you do so this information goes directly into our database. In order to register our database adds an essential cookie (reaction server) to your computer. If you register for external events that we do not host, we will not be collecting any information about you.

11.2.4 **IT provider.** We use the services of an IT company for technical support for our website, and that company will have access to information gathered through the website.

12 Manage Cookies

12.1 If you would like to opt-in or opt-out of using cookies then you should be able to do so using your browser. You can review your cookie settings at any time.

12.2 Please note that you cannot opt-out of the deployment of cookies that are necessary for delivery of our website or services to visitors.

This policy was approved by the Archdiocesan Trustees on 28 January 2022.

VERSION CONTROL			
Primary Location	Policy title	Version No.	Next Review date
Cathedral House	Website Privacy Notice	1	January 2025
Policy owner		Data Compliance Manager	
Related Policies		Privacy Notice for Victims and Survivors who Report Abuse within the Diocese Privacy Notice for Employees	
VERSION HISTORY			
Version No.	Date	Created/amended by	Amendment
Version No. 1	25.5.2018	Diocesan Solicitor	New policy
Version No. 2	28.1.2022	Data Compliance Manager	Legal and technical update
Version No. 3	6.2.2023	Data Compliance Manager	Minor technical update