



Caribbean
Nurses & Midwives Association (UK)

PRIVACY POLICY

GDPR

The Caribbean Nurses & Midwives Association (UK) is committed to protecting the privacy and security of your personal information.

This Privacy Notice describes how we collect and use personal information about you during and after your membership with us, in accordance with the General Data Protection Regulation (GDPR) and data protection legislation.

It applies to all current and former members and contractors.

Caribbean Nurses & Midwives Association (UK) is a “data controller”. This means that we are responsible for deciding how we hold and use personal information about you. We are required under data protection legislation to notify you of the information contained in this privacy notice.

This notice does not form part of any contract, we may update this notice at any time. It is important that you read this notice, together with any other privacy notice we may provide on specific occasions when we are collecting or processing personal information about you, so that you are aware of how and why we are using such information.

USE OF YOUR PERSONAL DATA

We will collect, store, and use the following categories of personal information about you:

- Personal contact details such as name, title, addresses, telephone numbers, personal email addresses. Professional title, emergency contact information, membership information
- Employment records (including terms and conditions of employment, work information about your use of our information and communications systems
- Photographs
- Information about your race or ethnicity



SOURCES OF YOUR PERSONAL DATA

We collect personal information about you through the application and membership process, either directly from you or from an employment agency or background check provider.

We also collect additional personal information during membership activities throughout the period you are a member with us.

- To communicate with you relating to the Association and its activities
- To provide information for the running of the Association and for Charities Commission if required.
- Where it is necessary in any legal action relating to the Association
- For Auditing and Governance of the Association
- You may request in writing access to your personal information, to ensure all information is correct.

OUR LAWFUL BASES FOR PROCESSING YOUR DATA

We will use your personal information in the following circumstances:
Where we need to complete membership information, we have entered with you.

- Where we need to comply with a legal obligation
- Where it is necessary for our legitimate interests or those of a third party and your interests and fundamental rights do not override those interests.

If you believe we have not complied with your rights, you can complain to the Management Committee.

AUTOMATED DECISION-MAKING

The Caribbean Nurses & Midwives Association (UK) may make use of electronic automated decision-making systems. We would only do so in the following circumstances:

- Where we have notified you of the decision and given you 21 days to request reconsideration.
- Where it is necessary to perform the contract with you and appropriate measures are in place to safeguard your rights.



- In limited circumstances, with your explicit written consent and where appropriate measures are in place to safeguard your rights.

CHANGES TO THIS PRIVACY NOTICE

The Caribbean Nurses & Midwives Association (UK) reserve the right to update this privacy notice at any time, and we will provide you with a new privacy notice when we make any substantial updates. We may also notify you in other ways from time to time about the processing of your personal information.