

Inspire Privacy Notice

Version: September 2026

Introduction

Inspire is committed to protecting your privacy and handling personal information fairly, lawfully, transparently and securely.

This Privacy Notice explains how we collect, use, store and share personal information when you engage with our services, programmes, events, website, volunteering opportunities, work experience activities, recruitment processes or other charitable activities.

This notice applies to young people, parents and carers, schools, colleges, employers, volunteers, trustees, funders, partners, job applicants and other individuals who interact with Inspire.

Who We Are

Inspire is the trading name of **15billionebp** and **15billion**.

Throughout this Privacy Notice, the terms "**Inspire**", "**we**", "**us**" and "**our**" refer to these organisations.

15billionebp

- Company limited by guarantee, registered in England and Wales
- Company Number: **02462697**
- Charity Number: **1000041**

15billion

- Company limited by guarantee, registered in England and Wales
- Company Number: **04301654**

Registered Office

Mirror Works
Unit 220
12 Marshgate Lane
London
E15 2NH

Data Protection Enquiries

dp.enquiry@inspire-ebp.org.uk

Whose Information We Collect

We may collect and process personal information about:

- Young people participating in our programmes and services
- Parents and carers
- School, college and university staff
- Employers and workplace supervisors
- Volunteers and mentors
- Trustees
- Business partners
- Funders and donors
- Job applicants
- Consultants and contractors
- Website users
- Individuals attending our events, training or workshops

What Information We Collect

The information we collect depends on your relationship with Inspire and the services you access.

This may include:

Personal Information

- Name
- Date of birth
- Contact details, including email address and telephone number
- School, college or employer details
- Address
- Attendance records
- Survey responses and feedback
- Records of participation in programmes or activities
- Photographs, videos and audio recordings where appropriate

Special Category Information

In some circumstances we may process information that requires additional protection, such as:

- Ethnic origin

- Health information
- Disability information
- Religious beliefs
- Information relating to safeguarding concerns

We will only process this information where we have an appropriate lawful basis and, where required, an additional condition under UK data protection legislation.

How We Collect Information

We may collect information:

- Directly from you
- From parents or carers
- From schools, colleges and universities
- From employers participating in our programmes
- From local authorities
- From funders where relevant to programme delivery
- Through our website
- Through surveys and evaluations
- Through social media interactions
- Through recruitment and employment processes
- From publicly available sources where appropriate

Why We Use Information

We use personal information to:

- Deliver careers education, employability and work experience programmes
- Arrange and manage employer engagement activities
- Support mentoring, volunteering and enrichment programmes
- Monitor participation and outcomes
- Evaluate the effectiveness and impact of our services
- Communicate with participants, parents, schools, employers and partners
- Manage events and training activities
- Recruit staff, associates and volunteers
- Meet contractual obligations with customers and funders
- Administer grant funding and charitable activities
- Safeguard children, young people and vulnerable adults
- Manage complaints, concerns and investigations
- Comply with legal and regulatory obligations
- Improve our services and systems
- Maintain the security of our systems, networks and premises

Our Lawful Bases for Processing

Data protection law requires us to identify a lawful basis for processing personal information.

Depending on the circumstances, we may rely on:

Legitimate Interests

Where processing is necessary for our legitimate interests as a charity and social enterprise, provided that these interests do not override your rights and freedoms.

For example:

- Delivering and improving our services
- Measuring impact
- Managing relationships with schools, employers and partners
- Communications about services and activities

Contract

Where processing is necessary to enter into or fulfil a contract with you or the organisation you represent.

Legal Obligation

Where we must process information to comply with a legal or regulatory requirement.

Vital Interests

Where processing is necessary to protect someone's life or safety.

Consent

Where consent is the appropriate lawful basis, we will seek it clearly and explain how it can be withdrawn.

Public Task

In some circumstances, information may be processed as part of activities carried out in the public interest, particularly where schools or public bodies commission services that support the education, progression and development of young people.

Young People and Children's Information

Many of our programmes support children and young people.

Schools, colleges or other organisations may provide information to Inspire where they have engaged us to deliver careers education, employability, mentoring, work experience or related services.

Where this occurs, we process information in accordance with data protection legislation and any agreements in place with the organisation sharing the data.

We only collect information that is relevant to delivering our services and supporting positive outcomes for young people.

Parents, carers and young people may contact us at any time regarding how information is being used.

Safeguarding

Safeguarding is a core part of our work.

In limited circumstances, we may process personal information, including special category information, where necessary to:

- Safeguard children and young people
- Protect vulnerable adults
- Manage safeguarding concerns
- Prevent harm
- Meet legal and regulatory safeguarding responsibilities

Where safeguarding concerns arise, information may need to be shared with appropriate authorities, schools, local authorities, police or other agencies where necessary and lawful.

Who We Share Information With

We only share information where there is a legitimate reason to do so.

Depending on the service being delivered, we may share information with:

- Schools, colleges and educational institutions
- Employers supporting careers, mentoring or work experience activities
- Local authorities and statutory agencies
- Regulators and government bodies where required by law
- Professional advisers, auditors and insurers
- Technology and software providers who support our operations under appropriate contractual controls
- Funding organisations where reporting requirements apply and sharing is lawful
- Law enforcement agencies where disclosure is required or permitted by law

We will never sell your personal information to third parties.

International Transfers

Most personal information is stored within the United Kingdom.

Where information is transferred outside the UK, we will ensure appropriate safeguards are in place as required by UK data protection law. These may include adequacy regulations or approved contractual safeguards.

How Long We Keep Information

We only keep personal information for as long as necessary to:

- Deliver our services
- Meet contractual obligations
- Support safeguarding requirements
- Satisfy legal and regulatory duties
- Resolve disputes and complaints
- Demonstrate impact and accountability

Information is retained in accordance with our retention schedules and securely destroyed when no longer required.

Keeping Information Secure

We take appropriate technical and organisational measures to protect personal information from loss, misuse, unauthorised access, disclosure, alteration or destruction.

These measures include:

- Access controls
- Password protection
- Encryption where appropriate
- Secure cloud-based systems
- Staff training and awareness
- Confidentiality obligations
- Incident reporting procedures

While we work hard to protect information, no method of transmission or storage can be guaranteed as completely secure.

Your Rights

Under UK data protection legislation, you may have the right to:

- Access your personal information
- Request correction of inaccurate information
- Request erasure of your information in certain circumstances
- Restrict processing
- Object to processing
- Withdraw consent where consent is relied upon
- Request transfer of your information where applicable
- Lodge a complaint with the Information Commissioner's Office (ICO)

To exercise any of these rights, please contact:

dp.enquiry@inspire-ebp.org.uk

We may need to verify your identity before responding to certain requests.

Cookies and Website Analytics

Our website may use cookies and similar technologies to improve user experience, understand website usage and help us enhance our services.

Most web browsers allow you to manage cookie preferences through your browser settings.

Further information about cookies used on our website can be provided on request.

Complaints

If you have concerns about how we use your personal information, we encourage you to contact us first so that we can try to resolve the issue.

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You also have the right to complain to the Information Commissioner's Office (ICO).

Information about making a complaint can be found on the ICO website.

Changes to this Privacy Notice

We may update this Privacy Notice from time to time to reflect changes in legislation, regulation, technology or the way we operate.

The latest version will always be published on our website.