



Data Protection & Privacy Policy

Introduction

Northern Hunters UK recognises the importance of protecting personal data and is committed to ensuring that all information is handled lawfully, transparently, and securely. As an organisation that engages with team members, volunteers, participants, venue partners, and members of the public, we understand our responsibility to safeguard personal information and maintain trust.

This policy sets out how Northern Hunters UK collects, uses, stores, and protects personal data in line with the requirements of the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. It applies to all individuals acting on behalf of Northern Hunters UK and to all personal data processed by the organisation, regardless of format.

Our Commitment to Data Protection

Northern Hunters UK is committed to embedding data protection principles into all aspects of its activities. We ensure that personal data is processed fairly, lawfully, and in a transparent manner, and that it is only used for clearly defined and legitimate purposes.

We take a proportionate approach to data collection, ensuring that only the minimum necessary information is obtained, and that it remains accurate, relevant, and up to date. Data is retained only for as long as it is required and is protected through appropriate technical and organisational measures to prevent unauthorised access, loss, or misuse.

Accountability sits at the heart of our approach, and we ensure that all team members understand their responsibilities when handling personal data.

Scope of the Policy

This policy applies to all personal data processed by Northern Hunters UK, including information relating to:

- Team members and volunteers
- Event participants and guests
- Venue owners and partners
- Individuals featured in media content

It covers all forms of data processing, including digital systems, email communications, social media interactions, audio and video recordings, and paper-based records.

Roles and Responsibilities

Northern Hunters UK acts as the Data Controller, determining how and why personal data is processed.

Overall responsibility for data protection sits with the organisation's leadership. However, all team members share responsibility for ensuring that personal data is handled appropriately and in accordance with this policy.

Individuals involved in investigations, events, or administration must ensure that:

- Personal data is only accessed where necessary
- Information is not shared without appropriate authority
- Confidentiality is maintained at all times
- Any concerns or breaches are reported promptly

Lawful Basis for Processing

Northern Hunters UK processes personal data on a lawful basis as defined by UK GDPR. The primary lawful bases relied upon are:

- Consent, where individuals have given clear permission for their data to be used (for example, event bookings or media participation)
- Legitimate interests, where processing is necessary for the safe and effective running of investigations and organisational activities
- Legal obligations, where data must be processed to comply with health and safety or other statutory requirements

Where consent is relied upon, individuals will be informed and have the right to withdraw that consent at any time.

Personal Data We Process

In order to operate effectively, Northern Hunters UK may collect and process a range of personal data. This typically includes names, contact details, booking information, and records of participation in events or investigations.

For team members and volunteers, this may also include emergency contact information and internal communication records. In addition, due to the nature of paranormal investigations, audio, video, and photographic data may be collected as part of investigative or promotional activity.

Northern Hunters UK does not routinely collect special category (sensitive) personal data unless absolutely necessary and with appropriate safeguards in place.

Collection of Data

Personal data is collected through a variety of channels, including online booking systems, direct communication such as email or social media, and in-person interactions at events.

Where data is collected, individuals will be informed of the purpose for which it is being used, and how it will be managed. We aim to ensure transparency at all stages of the data collection process.

Use of Personal Data

Personal data is used to support the effective planning and delivery of investigations and events, to communicate with participants and team members, and to ensure the safety and organisation of all activities.

In some cases, data may also be used to promote Northern Hunters UK through social media or other platforms, but only where appropriate consent has been obtained.

We do not use personal data for purposes beyond those for which it was originally collected.

Recording During Investigations

Paranormal investigations often involve the use of recording equipment, including audio devices, cameras, and other monitoring tools. These recordings form a core part of investigative practice.

Northern Hunters UK ensures that participants are made aware, in advance, that recording may take place. Wherever possible, consent will be obtained, and individuals who do not wish to be recorded will be respected.

We recognise that recordings may capture identifiable individuals, and we take steps to ensure that such material is handled responsibly and used appropriately.

Data Sharing

Northern Hunters UK does not sell, trade, or share personal data for commercial purposes.

Data may only be shared where it is necessary to:

- Comply with legal obligations
- Respond to emergencies or safeguarding concerns
- Support operational requirements through trusted third-party providers

In all cases, data sharing will be limited, proportionate, and carried out securely.

Data Security

We take data security seriously and implement appropriate safeguards to protect personal information.

This includes the use of password-protected systems, controlled access to data, and secure storage solutions. Physical documents are kept in secure locations, and digital data is stored using reputable platforms with appropriate security measures.

Team members are expected to follow good data security practices at all times, including not storing personal data on unsecured devices or sharing information inappropriately.

Data Retention

Northern Hunters UK retains personal data only for as long as it is necessary to fulfil its intended purpose. Retention periods are determined based on operational need, legal requirements, and best practice. When data is no longer required, it is securely deleted or destroyed.

Individual Rights

Individuals whose data is processed by Northern Hunters UK have a number of rights under UK GDPR. These include the right to access their data, request corrections, request deletion, restrict processing, and object to how their data is used.

Requests relating to personal data will be handled promptly and in line with legal requirements, typically within one month.

Data Breaches

A data breach is any incident that results in the loss, unauthorised access, or disclosure of personal data.

Northern Hunters UK takes all breaches seriously. Any suspected breach must be reported immediately so that appropriate action can be taken. Where required, breaches will be reported to the Information Commissioner's Office within the statutory timeframe.

Embedding Data Protection

Northern Hunters UK adopts a "privacy by design" approach, ensuring that data protection considerations are built into processes from the outset. This includes limiting data collection, controlling access, and ensuring transparency with individuals.

Complaints

If an individual is concerned about how their personal data has been handled, they are encouraged to contact Northern Hunters UK in the first instance so that the issue can be resolved. Individuals also have the right to lodge a complaint with the Information Commissioner's Office (ICO).

Review of Policy

This policy will be reviewed regularly to ensure it remains up to date with legal requirements and organisational practices.