PRIVACY POLICY

Last Updated: 14 October 2026

Introduction

At **Belvoir Executive Partners Ltd**, we take your privacy seriously.

This Privacy Policy explains how we collect, use, store and protect your personal information when you visit our website, contact us, subscribe to our communications or use our services.

We are committed to handling personal information responsibly and transparently in accordance with applicable UK data protection legislation.

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1. Who We Are

Belvoir Executive Partners Ltd is a limited company registered in England and Wales with registered number 17542070.

Website: www.belvoirexecutivepartners.co.uk
Email: danny@belvoirep.co.uk
Telephone: +44 (0)7713 500340

For the purposes of UK data protection legislation, Belvoir Executive Partners Ltd is generally the data controller of personal information collected through our website, business enquiries, marketing activities and client relationships.

Where we process personal information solely on behalf of a client and under their instructions, we may act as a data processor. In these circumstances, the client's privacy notice and our contractual arrangements will also apply.

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2. What Personal Information We Collect

Depending on how you interact with Belvoir Executive Partners Ltd, we may collect the following information:

Contact Details

- Name
- Email address
- Telephone number
- Job title
- Business or organisation

Enquiry Information

Details provided when contacting us through our website, email, telephone or other communication channels.

Client Information

Information necessary to provide our coaching, speaking, interim HR leadership, HR consultancy, project delivery and advisory services, including correspondence, meeting notes, presentation materials and relevant business records.

Recruitment and Employment Information

Where relevant to a client engagement, information relating to employees, workers, contractors or job applicants, including professional backgrounds, CVs, employment-related information and communications.

Marketing Preferences

Newsletter subscriptions, communication preferences and requests to unsubscribe.

Website Usage Information

Information about how visitors use our website, including:

- Pages visited
- Referral sources
- Device information
- Browser information
- Approximate location
- Website interactions

Professional Information

Business contact details obtained through:

- Networking
- Professional platforms
- Events
- Referrals
- Publicly available business sources

We only collect and use personal information where it is relevant and necessary for legitimate business purposes or where another appropriate lawful basis applies.

We do not intentionally collect special category personal data unless there is a specific and lawful reason to do so or the information is voluntarily provided in connection with our services.

3. How We Collect Your Information

We collect personal information in several ways.

Directly From You

When you:

- Contact us through our website, email, telephone or social media
- Subscribe to newsletters or marketing communications
- Enquire about or purchase coaching, speaking, NED appointments, interim HR leadership, HR consultancy, project delivery or advisory services
- Attend a workshop, speaking engagement, consultation or business meeting
- Become a client or collaborate with us

From Other Sources

Including:

- Professional networking and business events
- Business referrals and introductions
- Publicly available professional information, such as company websites and LinkedIn profiles
- Clients and project collaborators
- Website analytics, cookies and similar technologies

Where we obtain personal information from third parties, we take appropriate steps to ensure collection and use comply with applicable data protection requirements.

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4. How and Why We Use Your Information

We use personal information for the purposes below and rely on the corresponding lawful bases under the UK GDPR.

Purpose	Lawful Basis
Responding to enquiries & discussing potential services	Legitimate interests or taking steps prior to entering a contract
Providing services listed by Belvoir Executive Partners Ltd	Performance of a contract or legitimate interests
Managing client & business relationships	Legitimate interests
Sending newsletters, updates & marketing communications	Consent or legitimate interests where permitted
Understanding and improving website performance	Legitimate interests or consent
Promoting relevant services to business contacts	Legitimate interests
Maintaining financial, tax and statutory records	Legal obligations
Protecting our website, systems & business	Legitimate interests or legal obligation

Where we rely on legitimate interests, these include:

- Operating and developing our business
- Maintaining professional relationships
- Responding to enquiries
- Delivering services
- Improving services
- Protecting systems and information
- Conducting proportionate business-to-business marketing

When relying on legitimate interests, we consider and balance those interests against the rights, freedoms and reasonable expectations of affected individuals.

Special Category Data

We do not routinely collect or process special category personal data, including information relating to:

- Health
- Racial or ethnic origin
- Religious or philosophical beliefs
- Trade union membership
- Sexual orientation
- Biometric data
- Genetic data

Individuals may voluntarily disclose such information during coaching, consultancy or advisory engagements.

Where this occurs, we will only process such information where an appropriate Article 9 UK GDPR condition applies, including:

- Explicit consent
- Establishment, exercise or defence of legal claims
- Another lawful condition permitted under data protection legislation

In some HR consultancy or interim HR assignments, we may receive or process special category personal data relating to employees, workers, contractors or job applicants on behalf of our clients.

In these circumstances, we process the information only:

- In accordance with applicable law
- Under client instructions where acting as a processor
- Subject to appropriate confidentiality and security safeguards

We request that individuals do not provide special category personal data unless reasonably necessary for the provision of services.

5. Professional Services and Client Data

In providing coaching, speaking, interim HR leadership, HR consultancy and advisory services, we may process personal information relating to our clients, their employees, workers, contractors, customers or other stakeholders.

Depending on the engagement, we may act as:

- A **data controller**, where we determine how and why personal information is processed; or
- A **data processor**, where we process personal information solely on behalf of and under the instructions of a client.

Where we provide HR consultancy or interim HR services, we may receive personal information relating to a client's employees, workers, contractors or applicants.

In these circumstances, we will normally act as a data processor on behalf of the client, although in limited situations we may act as an independent controller where required by law, professional obligations or the nature of the engagement.

Where we act as a processor, the client remains responsible for establishing a lawful basis for processing and providing any necessary privacy information.

Confidentiality

We recognise that information shared during coaching, consultancy, speaking and advisory engagements may be commercially sensitive and confidential.

We treat such information confidentially and use it only for the purposes of delivering agreed services, except where disclosure is:

- Required by law; or
- Authorised by the client.

6. Marketing Communications

Belvoir Executive Partners Ltd may contact you with relevant information about:

- Services
- Insights
- Events
- Workshops
- Speaking engagements
- Business-related content

Where consent is required by law, we will obtain it before sending marketing communications.

For certain business-to-business communications, we may rely on legitimate interests where permitted under UK GDPR and PECR.

The rules differ depending on the type of recipient. For example, marketing to contacts at limited companies may be treated differently from marketing to sole traders and certain partnerships.

We may use publicly available professional information, including information available through company websites, professional directories and LinkedIn profiles, to identify and contact relevant business professionals regarding our services where permitted by applicable law.
You may unsubscribe at any time.

You have an absolute right to object to direct marketing.

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7. Artificial Intelligence (AI)

Belvoir Executive Partners Ltd may use artificial intelligence (AI) and AI-assisted software as part of our internal business operations and in the delivery of coaching, consultancy, advisory, speaking and related professional services.

This may include:

- Supporting research, analysis and information gathering

- Assisting with brainstorming, content development and knowledge management
- Supporting project delivery, reporting and administrative tasks
- Helping organise, summarise and structure information
- Assisting with the preparation and refinement of reports, presentations, training materials, coaching resources, proposals and business communications
- Improving operational efficiency and business workflows

We aim to use AI responsibly and apply appropriate human oversight to AI-assisted work.

Where AI tools process personal information, we take reasonable steps to ensure such use is lawful, proportionate and secure.

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8. Website Analytics and Tracking Technologies

Our website is hosted using Godaddy and uses analytics and tracking technologies to help us understand website performance, improve visitor experience and evaluate our marketing activities.

These services include:

Google Analytics

We use Google Analytics to understand how visitors find and interact with our website. This may include information about visitor numbers, traffic sources, pages viewed, engagement and technical information about devices and browsers.

Google Search Console

We use Google Search Console to monitor our website's performance in Google Search, including search visibility, search queries, indexing and technical performance.

Search Console primarily provides website performance and search reporting rather than operating as a conventional visitor-tracking cookie service.

Godaddy Analytics

We use Godaddy's built-in analytics tools to understand website traffic, visitor behaviour, traffic sources and overall website performance.

LinkedIn Insight Tag

Our website uses the LinkedIn Insight Tag to help assess the effectiveness of LinkedIn marketing and advertising activity.

Depending on the features enabled, LinkedIn may use information collected through this technology to provide conversion measurement, website audience insights and advertisingrelated functionality.

The LinkedIn Insight Tag may use cookies or similar technologies.

Cookies and consent

Cookies are small files or similar technologies used to store or access information on your device.

Our website may use the following categories:

- Essential cookies: Necessary for the website to function, maintain security and remember relevant settings.
- Analytics cookies: Help us understand how visitors use the website and identify opportunities for improvement.
- Marketing cookies: Support advertising measurement and other marketing-related tracking activities.

We seek consent before using non-essential tracking technologies where consent is legally required.

Certain technologies used solely for qualifying statistical or website improvement purposes may be permitted without consent under applicable UK legislation, subject to strict conditions, including providing information and an appropriate means to object.

Marketing and advertising tracking, including the LinkedIn Insight Tag, is subject to the relevant consent requirements.

Where consent is required, visitors should be able to accept, reject or manage their preferences through our website's cookie consent controls.

You can also manage cookies through your browser settings. Disabling some cookies may affect certain website features.

Further information about our technology providers is available through their respective privacy policies.

9. Sharing Personal Information with Third Parties

We do not sell personal information to third parties.
We may share personal information with trusted service providers where reasonably necessary to operate our business or deliver our services.
These may include:

- Godaddy for website hosting and associated functionality.
- Google, for website analytics and search performance reporting.
- LinkedIn, for advertising measurement and associated tracking functionality.
- Email, cloud storage, communications, accounting and administrative service providers.
- Professional advisers or subcontractors where necessary for legitimate business purposes.
- Relevant authorities where disclosure is required by law.

Depending on the service and activity, third parties may process information on our behalf or act as independent data controllers.
Where providers process personal information on our behalf, we seek to ensure appropriate contractual and security arrangements apply.
We may also disclose information where necessary to establish, exercise or defend legal claims, protect legal rights or comply with statutory obligations.

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10. International Data Transfers

Some of the third-party technology services used by Belvoir Executive Partners Ltd operate internationally. This means personal information may be accessed, stored or processed outside the United Kingdom.
Where personal information is transferred internationally, we seek to ensure that appropriate protection is in place in accordance with applicable UK data protection legislation.
Depending on the destination and provider, safeguards may include:

- UK adequacy regulations, including applicable recognised arrangements with other countries.
- The UK Extension to the EU–US Data Privacy Framework, where the relevant organisation and transfer are covered.
- The UK International Data Transfer Agreement or UK Addendum to approved standard contractual clauses.
- Other lawful transfer mechanisms where applicable.

You may contact us if you would like further information about the safeguards relevant to the processing of your personal information.

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11. How We Protect Your Information

We take reasonable technical and organisational measures to protect personal information against unauthorised access, accidental loss, misuse, alteration or disclosure. These measures may include:

- Access controls and account security.
- Appropriate use of passwords and authentication.
- Secure third-party technology and cloud services.
- Limiting access to information to those who need it for legitimate business purposes.
- Reviewing the personal information we hold and the services we use.

Although we take appropriate precautions, no method of internet transmission or electronic storage can be guaranteed to be completely secure.

We will respond to any personal data breaches in accordance with applicable legal obligations, including notifying the Information Commissioner's Office (ICO) and affected individuals where required.

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12. How Long We Keep Your Information

We retain personal information only for as long as reasonably necessary for the purposes for which it was collected, including meeting contractual, accounting, legal and regulatory obligations.

Retention depends on the type of information and its purpose.

- Enquiries and prospective client records: Retained while an enquiry or potential business relationship remains relevant, subject to periodic review.
- Client and project records: Retained for the duration of the business relationship and afterwards where reasonably necessary for legal, contractual, record-keeping or legitimate business purposes.
- Marketing contact information: Retained while there is an appropriate lawful basis for communicating with you, unless you unsubscribe, object or the information is no longer required.
- Financial and accounting records: Retained for the period required by applicable tax and financial record-keeping legislation.

- Website analytics and tracking information: Retained according to the relevant configuration, purpose and retention controls of the services used.
- Suppression records: Limited information may be retained where necessary to ensure marketing objections and opt-outs continue to be respected.

We periodically review the information we hold and delete, anonymise or securely dispose of personal information when it is no longer required.

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13. Your Data Protection Rights

Under UK data protection legislation, you have rights relating to your personal information. These include:

- Right of access: To request a copy of the personal information we hold about you.
- Right to rectification: To request correction of inaccurate or incomplete information.
- Right to erasure: To request deletion of your information in certain circumstances.
- Right to restrict processing: To request that we limit how your information is used in certain circumstances.
- Right to object: To object to processing based on legitimate interests and, at any time, to direct marketing.
- Right to data portability: To request certain information in a portable format or have it transferred to another organisation, where applicable.
- Rights relating to automated decision-making: To receive applicable safeguards and exercise relevant rights where significant automated decisions are made.
- Right to withdraw consent: Where processing relies on your consent, you may withdraw it at any time without affecting the lawfulness of processing carried out before withdrawal.

These rights are subject to relevant legal conditions and exemptions.
To exercise your rights, please email danny@belvoirep.co.uk
We will normally respond to valid requests within one month, subject to any permitted extensions. There is usually no charge for exercising your rights.

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14. Complaints

If you have concerns about how Belvoir Executive Partners Ltd collects, uses or protects your personal information, please contact us.
Email: danny@belvoirep.co.uk
Telephone: +44 (0)7713500340

We will acknowledge data protection complaints within 30 days and investigate them appropriately, keeping you informed of the outcome or progress as required by law. You

also have the right to complain to the Information Commissioner's Office (ICO), the UK's independent data protection regulator.

Information Commissioner's Office
Website: https://ico.org.uk Telephone:
0303 123 1113
We would welcome the opportunity to address your concerns directly, although you are not required to contact us before approaching the ICO.

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15. Changes to This Privacy Policy

We may update this Privacy Policy periodically to reflect changes in our services, technology, business practices or applicable legislation.

The latest version will be published on www.belvoirexecutivepartners.co.uk together with the date it was last updated.

If we make significant changes affecting how we process personal information, we will provide additional information or notifications where legally required.

Last Updated: 3 November 2026