

Privacy Policy for Careers With Animals

This Privacy Policy explains how **Careers With Animals** (“we”, “us”, or “our”) collects, uses, and protects your personal data when you visit our website: <https://careerswithanimals.co.uk>

We are committed to protecting your privacy and handling your data transparently and in accordance with UK data protection laws, including the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.

1. Who we are

Careers With Animals is responsible for your personal data (referred to as the “data controller”).

2. The data we collect

We may collect and process the following types of data:

Usage data (via Google Analytics)

- IP address (anonymised where possible)
- Browser type and version
- Pages visited and time spent on the site
- Referring website or source
- Device type

We do not collect personally identifiable information through analytics.

3. How we collect your data

We collect data through:

- Cookies and similar technologies (see our Cookie Policy)
- Automatic tracking via Google Analytics when you interact with our website

4. How we use your data

We use your data to:

- Analyse website usage and performance
- Improve website content and user experience
- Monitor traffic and trends

We do not use your data for:

- Marketing emails

- Selling to third parties

5. Legal basis for processing

Under UK GDPR, our lawful basis for processing your data is:

- **Consent** – for analytics cookies (via your cookie preferences)
- **Legitimate interests** – to understand and improve how our website performs

6. Sharing your data

We do not sell or share your personal data with third parties for commercial purposes.

We may share limited data with:

- **Google Analytics (Google LLC)** – to provide analytics services

Google may process data outside the UK. Where this occurs, appropriate safeguards such as Standard Contractual Clauses are used.

7. Data retention

We retain analytics data only for as long as necessary to fulfil the purposes outlined in this policy, typically up to **26 months** (or as configured in Google Analytics).

8. Your data protection rights

Under UK GDPR, you have the right to:

- Access your personal data
- Request correction of inaccurate data
- Request deletion of your data
- Restrict processing
- Object to processing
- Request data portability
- Withdraw consent at any time

To exercise your rights, please contact us (see section 11).

9. Cookies

We use cookies to improve your experience and analyse website performance. For full details, see our **Cookie Policy**.

You can manage your cookie preferences at any time through your browser or our cookie banner.

10. Data security

We implement appropriate technical and organisational measures to protect your data against unauthorised access, alteration, or loss.

11. Contact us

If you have any questions about this Privacy Policy or your data, you can contact us at: admin@caw.ac.uk.

12. Complaints

If you are unhappy with how we handle your data, you have the right to lodge a complaint with the UK Information Commissioner's Office (ICO):

- <https://www.ico.org.uk>
- 0303 123 1113

13. Changes to this policy

We may update this Privacy Policy from time to time. Any updates will be posted on this page with a revised "last updated" date.