

Privacy Policy

Last updated: 01/01/2026

1. Introduction

Joel Brandis Davis (t/a RecStartup) (“we”, “our”, “us”) is committed to protecting and respecting your privacy. This Privacy Policy explains how we collect, use, store, and protect your personal data when you visit our website, purchase our programme, or interact with us online.

We comply with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.

2. Information We Collect

We may collect and process the following information:

- Personal details such as name, email address, phone number, and billing information
 - Payment information (processed securely by third-party payment providers)
 - Information you provide when enrolling in our programme, downloading resources, or contacting us
 - Technical data such as IP address, browser type, and usage data via cookies or analytics tools
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3. How We Use Your Information

We use your information to:

- Provide access to our Recruitment Startup Programme
- Process payments and deliver purchased products or services
- Communicate with you regarding your purchase, training, or support
- Send relevant updates, training materials, or marketing communications (you can opt out at any time)
- Improve our website, services, and customer experience
- Comply with legal and regulatory obligations

4. Lawful Basis for Processing

We process your personal data under the following lawful bases:

- **Contractual necessity** – to deliver the programme you purchased
 - **Consent** – where you have opted in to receive marketing communications
 - **Legitimate interests** – to improve our services and communicate with customers
 - **Legal obligation** – where required by law
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5. How We Store and Protect Your Data

We take appropriate security measures to protect your personal data from unauthorised access, loss, misuse, or disclosure. Your data is stored securely and only accessed by authorised personnel or trusted service providers.

We retain your personal data only for as long as necessary to fulfil the purposes outlined in this policy or to comply with legal requirements.

6. Sharing Your Information

We do **not sell or rent** your personal data to third parties.

We may share your information with trusted third-party service providers such as:

- Payment processors
- Email marketing platforms
- Customer support and automation tools

These providers only process your data under our instructions and are required to keep it secure and confidential.

7. Your Data Protection Rights

Under UK GDPR, you have the right to:

- Access the personal data we hold about you
- Request correction of inaccurate or incomplete data
- Request deletion of your data (where applicable)
- Object to or restrict processing of your data
- Withdraw consent at any time
- Lodge a complaint with the Information Commissioner's Office (ICO)

To exercise your rights, please contact us using the details below.

8. Cookies

We use cookies and similar technologies to improve your browsing experience and analyse website traffic. You can control or disable cookies through your browser settings.

9. Third-Party Links

Our website may contain links to third-party websites. We are not responsible for the privacy practices or content of those sites.

10. Changes to This Policy

We may update this Privacy Policy from time to time. Any changes will be posted on this page with an updated revision date.

Marketing Consent Clause

By completing this purchase or signing up, you agree that **RecStartup** may send you emails, messages, and updates about our products, services, training, and special offers.

You can **unsubscribe at any time** by clicking the “unsubscribe” link in our emails or contacting us directly. We will never sell or share your personal information with third parties for marketing purposes.

11. Contact Us

If you have any questions about this Privacy Policy or how we handle your data, please contact:

RecStartup

Email: info@recruitmentstartup.net