



Rainbow Trees Pathway Limited Privacy Notice

This privacy notice tells you what to expect us to do with your personal information.

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Contact details

Post

116 Brize Norton Road, Minster Lovell, , minster lovell, Oxfordshire, OX29 0SQ, GB

Telephone

01993659025

Email

hello@rainbowtreespathway.co.uk

What information we collect, use, and why

We collect or use the following information **for student education and welfare**:

- Names and contact details for students/children
- Names and contact details for parents, guardians, carers
- Gender
- Pronoun preferences
- Date of birth
- Next of kin and emergency contact information
- Dietary requirements (including vegetarian, vegan, gluten free and religious requirements)
- Payment details and financial information including transactions

- Special Educational Needs and Disabilities (SEND) or additional support information (includes reasonable adjustments and special educational needs and disabilities)
- Welfare information (includes family and home life circumstances and history)
- Details of any criminal convictions
- Photographs
- Attendance and reason for absence data
- Account access information
- Exam results and qualifications
- Progress reports
- Information relating to compliments and complaints
- Exclusion, suspension and behavioural information
- Right to work information

We collect or use the following information **for disciplinary investigations or to prevent, detect, investigate or prosecute crimes**:

- Names and contact details for students/children
- Names and contact details for carers
- Gender
- Pronoun preferences
- Welfare information (includes family and home life circumstances and history)
- Details of any criminal convictions
- Attendance and reason for absence data
- Witness statements and contact details
- Records and reports

We also collect or use the following special category information **for disciplinary investigations or to prevent, detect, investigate or prosecute crimes**. This information is subject to additional protection due to its sensitive nature:

We collect or use the following personal information for **dealing with queries, complaints or claims**:

- Names and contact details
- Addresses
- Account login or user information
- Information relating to health and safety (including incident investigation details and reports and accident book records)
- Special Educational Needs and Disabilities (SEND) or additional support information (includes reasonable adjustments and special educational needs and disabilities)
- Attendance and reason for absence data

We collect or use the following information **for information updates or marketing purposes**:

- Names and contact details

- Photographs
- Records of consent, where appropriate

We also collect or use the following special category information **for information updates or marketing purposes**. This information is subject to additional protection due to its sensitive nature:

We collect or use the following information **for recruitment purposes**:

- Contact details (eg name, address, telephone number or personal email address)
- Date of birth
- National Insurance number
- Copies of passports or other photo ID
- Employment history (eg job application, employment references or secondary employment)
- Education history (eg qualifications)
- Right to work information
- Details of any criminal convictions (eg DBS, Access NI or Disclosure Scotland checks)
- Security clearance details (eg basic checks and higher security clearance)

We also collect or use the following special category information **for recruitment purposes**. This information is subject to additional protection due to its sensitive nature:

- Health information

We collect or use the following information **to comply with legal requirements**:

- Identification documents
- Health and safety information
- Criminal offence data (including Disclosure Barring Service (DBS), Access NI or Disclosure Scotland checks)
- Safeguarding information
- Any other personal information required to comply with legal obligations

We also collect or use the following special category information **to comply with legal requirements**. This information is subject to additional protection due to its sensitive nature:

- Health information

Lawful bases and data protection rights

Under UK data protection law, we must have a “lawful basis” for collecting and using your personal information. There is a list of possible [lawful bases](#) in the UK GDPR. You can find out more about lawful bases on the ICO’s website.

Which lawful basis we rely on may affect your data protection rights which are set out in brief below. You can find out more about your data protection rights and the exemptions which may apply on the ICO's website:

- **Your right of access** - You have the right to ask us for copies of your personal information. You can request other information such as details about where we get personal information from and who we share personal information with. There are some exemptions which means you may not receive all the information you ask for. [Read more about the right of access.](#)
- **Your right to rectification** - You have the right to ask us to correct or delete personal information you think is inaccurate or incomplete. [Read more about the right to rectification.](#)
- **Your right to erasure** - You have the right to ask us to delete your personal information. [Read more about the right to erasure.](#)
- **Your right to restriction of processing** - You have the right to ask us to limit how we can use your personal information. [Read more about the right to restriction of processing.](#)
- **Your right to object to processing** - You have the right to object to the processing of your personal data. [Read more about the right to object to processing.](#)
- **Your right to data portability** - You have the right to ask that we transfer the personal information you gave us to another organisation, or to you. [Read more about the right to data portability.](#)
- **Your right to withdraw consent** – When we use consent as our lawful basis you have the right to withdraw your consent at any time. [Read more about the right to withdraw consent.](#)

If you make a request, we must respond to you without undue delay and in any event within one month.

To make a data protection rights request, please contact us using the contact details at the top of this privacy notice.

Our lawful bases for the collection and use of your data

Our lawful bases for collecting or using personal information **for student education and welfare** are:

- Consent - we have permission from you after we gave you all the relevant information. All of your data protection rights may apply, except the right to object. To be clear, you do have the right to withdraw your consent at any time.
- Contract - we have to collect or use the information so we can enter into or carry out a contract with you. All of your data protection rights may apply except the right to object.
- Legal obligation - we have to collect or use your information so we can comply with the law. All of your data protection rights may apply, except the right to erasure, the right to object and the right to data portability.
- Legitimate interests – we’re collecting or using your information because it benefits you, our organisation or someone else, without causing an undue risk of harm to anyone. All of your data protection rights may apply, except the right to portability. Our legitimate interests are:
 - We collect and use personal information relating to students in order to provide safe, effective, and appropriate educational, therapeutic, and welfare support. This processing is necessary to assess students' individual needs, develop tailored support plans, monitor progress, safeguard their wellbeing, manage attendance and behaviour, communicate with parents, carers, local authorities and other relevant professionals, and ensure that students receive the educational and care services they require. The processing benefits students by enabling us to deliver personalised support, promote positive educational outcomes, protect their welfare, and meet our safeguarding responsibilities. It also benefits parents, carers, commissioning bodies, and partner agencies by ensuring that appropriate support, interventions, and services are coordinated effectively. We have carefully considered the impact on individuals' privacy and only collect and use information that is relevant, necessary, and proportionate for these purposes. Appropriate safeguards are in place to protect personal information, including access controls, confidentiality requirements, staff training, and secure data storage. We do not use personal information in ways that individuals would not reasonably expect, and we ensure that our legitimate interests do not override the rights and freedoms of the students and families whose information we process. In particular, processing personal information allows us to identify and respond to additional educational, social, emotional, behavioural, health, and safeguarding needs, ensuring that vulnerable children and young people receive timely and appropriate support to help them achieve positive outcomes and remain safe.

For more information on our use of legitimate interests as a lawful basis you can contact us using the contact details set out above.

- Recognised legitimate interests - our pre-approved purpose for collecting or using personal information for student education and welfare:

We need to protect the physical, mental or emotional well-being of people who need extra support, or to protect them from harm or neglect (the ‘safeguarding condition’).

- Vital interests - collecting or using the information is needed when someone's physical or mental health or wellbeing is at urgent or serious risk. This includes an urgent need for life sustaining food, water, clothing or shelter. All of your data protection rights may apply, except the right to object and the right to portability.
- Public task - we have to collect or use your information to carry out a task laid down in law, which the law intends to be performed by an organisation such as ours. All of your data protection rights may apply, except the right to erasure and the right to portability.

Our lawful bases for collecting or using personal information **for disciplinary investigations or to prevent, detect, investigate or prosecute crimes** are:

- Consent - we have permission from you after we gave you all the relevant information. All of your data protection rights may apply, except the right to object. To be clear, you do have the right to withdraw your consent at any time.
- Contract - we have to collect or use the information so we can enter into or carry out a contract with you. All of your data protection rights may apply except the right to object.
- Legal obligation - we have to collect or use your information so we can comply with the law. All of your data protection rights may apply, except the right to erasure, the right to object and the right to data portability.

Our lawful bases for collecting or using personal information for **dealing with queries, complaints or claims** are:

- Consent - we have permission from you after we gave you all the relevant information. All of your data protection rights may apply, except the right to object. To be clear, you do have the right to withdraw your consent at any time.
- Contract - we have to collect or use the information so we can enter into or carry out a contract with you. All of your data protection rights may apply except the right to object.
- Legal obligation - we have to collect or use your information so we can comply with the law. All of your data protection rights may apply, except the right to erasure, the right to object and the right to data portability.

Our lawful bases for collecting or using personal information **for information updates or marketing purposes** are:

- Legal obligation - we have to collect or use your information so we can comply with the law. All of your data protection rights may apply, except the right to erasure, the right to object and the right to data portability.

Our lawful bases for collecting or using personal information **for recruitment purposes** are:

Our lawful bases for collecting or using personal information **to comply with legal requirements** are:

- Legal obligation - we have to collect or use your information so we can comply with the law. All of your data protection rights may apply, except the right to erasure, the right to object and the right to data portability.
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Where we get personal information from

- Directly from you
- Parents or carers
- Local authorities or local councils
- Social services
- Health care providers
- Schools

How long we keep information

For information on how long we keep personal information, see our retention schedule at <https://www.rainbowtreespathway.co.uk/privacy-policy>

Who we share information with

Others we share personal information with

- Parents and carers
- Local authorities
- Social services
- Fostering agencies
- Pupil Referral Units (PRU's) or Education Otherwise at School Centres (EOTAS)
- Specialist teachers such as peripatetic workers or speech and language therapists
- Insurance companies, brokers or other intermediaries
- Health care providers
- Organisations we need to share information with for safeguarding reasons
- Emergency services
- Previous employers
- Professional consultants

Newsletters

If you have signed up for one of our e-newsletters, we use your name and email address to contact you regarding news and updates. This personal data will be retained for a period of three years from the date of your last interaction with the marketing communication (i.e. opening an email or clicking on a link within the email) at which point all your personal details are removed from our systems. You can unsubscribe at any time by clicking the link at the bottom of the email.

Cookies

Our website uses cookies to improve your experience and help us understand how visitors use our website.

A cookie is a small file placed on your computer, tablet, or mobile device when you visit a website. Cookies allow websites to recognise your device and remember information about your visit, such as your preferences and settings.

We use cookies to:

- Ensure the website functions correctly.
- Improve website performance and user experience.
- Understand how visitors interact with our website.
- Monitor website traffic and usage patterns.

Cookies do not give us access to your computer or any personal information other than data you choose to share with us.

You can choose to accept or decline cookies. Most web browsers automatically accept cookies, but you can usually modify your browser settings to decline cookies if you prefer. Please note that disabling cookies may affect the functionality of some parts of our website.

Further information about cookies can be found at www.allaboutcookies.org.

Website Analytics

We use website analytics services, such as Google Analytics, to help us understand how visitors use our website and to improve its performance.

The information collected may include:

- Pages visited on our website.
- Time spent on pages.
- General geographic location.
- Device type, operating system, and browser used.
- How users arrived at our website.

This information is used solely for statistical and analytical purposes and does not normally identify individual users. We have configured our analytics settings to limit data sharing wherever possible and only use the information to improve our website, services, and user experience.

For information about how Google processes data, please visit:

<https://policies.google.com/privacy>

If any of your personal information changes, or if you wish to exercise any of your rights, please contact us using the details provided in this Privacy Notice.

How to complain

If you have any concerns about our use of your personal information, you can make a data protection complaint to us:

Online: <https://www.rainbowtreespathway.co.uk/feedback>

Email: hello@rainbowtreespathway.co.uk

You can view our data protection complaints procedure at this link:

https://www.rainbowtreespathway.co.uk/_files/ugd/a5b0e4_2315747613a544c9b7883576803444e9.pdf

If you remain unhappy with how we've used your data after raising a complaint with us, you can also complain to the ICO.

The ICO's address:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Helpline number: 0303 123 1113

Website: <https://www.ico.org.uk/make-a-complaint>

Rainbow Trees Pathway Limited
Company Number 16986687

**We are registered with the Information Commissioner's Office,
our registration number is: ZC08650**

Policy last reviewed: 19.7.2026

Next review due: 19.7.2027