

London Trans+ Pride

Privacy Policy 2026, version 3.0

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Contents

1. Introduction to London Trans+ Pride's Privacy Policy
 - i) Introduction statement
 - ii) Contact details
 - iii) Note on terms
- 2.1 What information we collect, use, and why.
- 2.2 Special category information
3. Lawful bases and data protection rights
 - i) What are lawful bases and data protection rights?
 - ii) Our lawful bases for the collection and use of your data
4. Where we get personal information from
5. How long we keep information
6. Who we share information with
7. Sharing information outside the UK
8. Updates or changes to policy
9. How to complain



1. Introduction to London Trans+ Pride's Privacy Policy

i) Introduction statement

At London Trans+ Pride, hereon also abbreviated to **LT+P**, we respect your privacy and are committed to protecting your personal information in full compliance with the UK General Data Protection Regulation (GDPR). This policy explains how we collect, use, store, and share data when you interact with us. This may include, for example, individuals who attend our events, volunteer with us, support or donate to our work, sign up to receive updates, partner with us, work with us in a professional capacity, or otherwise engage with LT+P.

This policy explains: what data we gather; why we gather this data; how long we store this data for; what systems we currently use to store this data; and how we keep records of consent. Details on how we keep your data secure, and what third parties may process this data, are also included in this policy.

Please read this policy thoroughly. If you require any adjustments in order to read or understand our policy and its contents, please let us know using the below details.

ii) Contact Details

For further information about our privacy practices, or to submit a Data Rights Request, including a Data Subject Access Request (DSAR), please contact us by emailing:

info@londontranspride.org

If you are an internal team member or otherwise have direct contact with anyone on the admin team, you can contact us directly. We will ensure that any request related to your personal data is handled as quickly as possible, and in full compliance with the UK GDPR as set out in this policy.

To enable us to keep a clear record of your request, and respond to this as quickly as possible, we recommend all Data Rights Requests, including Data Subject Access Requests, be submitted to the email address above. However, we will respond to all valid requests without undue delay, within one month of receipt, subject to any lawful extensions permitted under the UK GDPR. We may request proof of identity where necessary to verify the requester's identity before disclosing personal data.

iii) Note on terms

References to “we”, “us”, or “our” in this Privacy Policy are references to the London Trans+ Pride organisation.

References to “core volunteers” refers to internal members of the London Trans+ Pride team.

References to “stewards” or “general volunteers” refers to external or third-party volunteers who work with us, i.e. on stewarding on the day of our march.

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2.1 What information we collect, use, and why.

London Trans+ Pride may collect and process the personal data outlined below for the purpose of carrying out organisational activities and administering and supporting our volunteers effectively, and to organise and promote our events.

We only collect personal data that is necessary and proportionate for these purposes. Personal data is primarily used for internal organisational purposes and will not be shared with third parties unless we have a lawful basis to do so.

The lawful basis for processing volunteer personal data will typically be one or more of the following:

- Article 6(1)(b) UK GDPR – processing necessary for the performance of a volunteer arrangement or to take steps prior to entering into such an arrangement;
- Article 6(1)(f) UK GDPR – legitimate interests in administering and managing volunteers and organisational activities;
- Article 6(1)(c): Compliance with legal obligations (where applicable).

We may collect and use the following personal information for the purposes outlined above:

- **Identity and contact details (e.g. name, address, telephone number or personal email address)**

LT+P typically asks volunteers to provide a name, telephone number, and personal email address. We only ask for a preferred name - volunteers are under no obligation to provide their surname, legal name, or deadname.

We gather this data to enable us to communicate and coordinate effectively as an organisation.

- **Gender (pronouns)**

We may ask volunteers and others involved with LT+P to share their pronouns so that we can refer to people respectfully. This is the only form of personal information related to “gender” that we will explicitly collect. Providing pronouns is entirely optional. Individuals may provide any pronouns they wish, or choose not to provide this information at all.

Where provided, pronouns may be shared internally within the volunteer team where necessary for communication and coordination (for example, within group chats or volunteer lists). We will not share pronouns with third parties or publish them externally unless the individual has chosen to do so themselves or has given clear consent, or in otherwise extreme cases (i.e. in an accident where a volunteer is unable to do so themselves, telling a medical professional the correct pronouns to use).

- **Photographs and Videos**

We do not ask volunteers to submit photographs of themselves, and we do not intentionally collect or store photographs of any volunteers.

It is reasonable to expect that photographs and videos may be taken during LT+P events, including the march itself. As these events take place in public spaces, attendees, volunteers, and members of the public should be aware that photography and filming may occur, both by ourselves, our third parties, and attendees. We do not have control over images taken (or published on social media) by attendees or non-affiliated third parties, such as media organisations.

LT+P may use photographs or videos taken at events for documentation, communications, or promotional purposes, including on our website and social media channels. We will always make all reasonable efforts to seek your consent before publishing identifiable images of individuals.

We recognise that some attendees and volunteers may have safety or privacy concerns about being photographed. Some individuals may choose to take steps to protect their anonymity (e.g. by wearing a mask) when attending public events. If you appear in a photograph or video published by LT+P and would like it to be removed, you may contact us using the details provided in this policy or directly on our social media channels. We will review and respond to such requests as quickly as possible and will remove images where appropriate.

- **Employment history (eg job application, employment references or secondary employment)**

When enrolling new volunteers, LT+P may ask for an application form to be submitted.

LT+P does not routinely ask prospective volunteers to submit employment history. However, we may occasionally make note of specific skills, developed through employment, that are relevant to the work we conduct as an organisation, when the

storage of a note referencing these skills is beneficial for us to work efficiently as an organisation.

Example “[Name] used to work in website development”.

- **Education history (eg qualifications)**

LT+P does not routinely ask volunteers to submit education history or qualifications. However, we may occasionally make note of specific skills, developed through education or qualifications, that are relevant to the work we conduct as an organisation, when the storage of a note referencing these skills is beneficial for us to work efficiently as an organisation.

Example: “[Name] studied law” or “[Name] is a qualified first-aider”.

- **Accountability records (eg reviews, disciplinary records, complaints or disciplinary action)**

LT+P does not operate on a disciplinary or carceral basis; we operate under a policy of accountability. We may store details of accountability proceedings conducted in the event of an incident, safeguarding concern or complaint pertaining to a volunteer.

For more information on our complaints procedure and accountability policies, refer to the outlined complaints procedures on our website. Core volunteers can also refer to the code of conduct.

- **Training history**

LT+P does not routinely ask volunteers to provide training history. However, we may occasionally make note of specific skills, developed through education or qualifications, that are relevant to the work we conduct as an organisation, when the storage of a note referencing these skills is beneficial for us to work efficiently as an organisation.

Example: “[Name] is trained in Disability Awareness”.

- **Bank account/payment details**

LT+P may ask for bank account details for the purposes of reimbursement of volunteer expenses.

Such information is processed and stored securely and retained only for as long as necessary for financial and record-keeping purposes.

When fundraising/accepting donations, LT+P uses reputable third-party platforms (such as GoFundMe), to process payments. Payment details are processed directly by these platforms in accordance with their own privacy policies, and London Trans+ Pride does not store or have access to your full payment information.

- **Additional Information**

Volunteers or others may choose to provide access requirements or other personal information when relevant. This is optional and will not be stored longer than necessary for the specific purpose.

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2.2 Special category information

In limited circumstances, London Trans+ Pride may collect and use special category personal information, including health or medical data, disability status/access requirements, sexual orientation, data relating to racial or ethnic origin etc.

As noted, we may ask volunteers (and others) to provide their pronouns on an optional basis. Pronouns are not automatically special category data. However, due to LT+P's position as an organisation advocating for Trans+ rights and our work with Trans+ individuals, LT+P recording data on gender (in the form of pronouns) has the potential to suggest or reveal the data subject's health information (i.e. receipt of gender affirming care) or sexual orientation information (due to our position in the LGBTQ+ community).

Wherever we process special category data, we will always limit collection to what is necessary, store data securely using appropriate technical and organisational measures, including encryption where appropriate, and restrict access to authorised persons only. We will only share this data when we have a lawful basis to do so e.g. with your consent or if it's in your vital interest e.g. in an emergency to ensure your safety.

We will not share your any special category data outside of LT+P without a lawful basis to do so.

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3. Your data rights

Under UK data protection law, you have the following rights:

- **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.
- **Your right to rectification:** You have the right to ask us to correct or delete personal information you think is inaccurate or incomplete.

- **Your right to erasure:** You have the right to ask us to delete your personal information.
- **Your right to restriction of processing:** You have the right to ask us to limit how we can use your personal information.
- **Your right to object to processing:** You have the right to object to the processing of your personal data.
- **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.
- **Your right to withdraw consent:** When we use consent as our lawful basis you have the right to withdraw your consent at any time.

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4. Where we get personal information from

We only collect your information directly from you. We do not collect volunteer personal data from third parties without your knowledge.

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5. How long we keep information

London Trans+ Pride retains personal data only for as long as necessary for the purposes for which it was collected, including to meet legal, safeguarding, financial and operational requirements.

If you have any concerns about the personal data we hold about you, or would like to request its deletion, please contact us using the details provided in this policy.

For Core Volunteers:

We retain personal data for the duration of an individual's active involvement as a Core Volunteer.

After a Core Volunteer leaves LT+P, we will retain their personal data for up to **two (2) years** for legitimate organisational purposes, including:

- Knowledge transfer and onboarding of replacement team members;
- Responding to queries relating to previous activities;
- Managing any outstanding operational matters.

After this period, personal data will be securely deleted or anonymised, unless a longer retention period is required for legal, safeguarding, or accountability reasons.

For General Volunteers:

We retain personal data of General Volunteers for up to **one (1) year** from the time it is collected. We believe this is reasonable and justifiable, as with our work schedule centered on an annual march, it allows us to communicate with general volunteers from the previous march during preparations for the upcoming one. After this period, personal data will be securely deleted or anonymised unless continued retention is justified for legal, safeguarding, or legitimate organisational purposes.

General Volunteers can opt-in to be added to our LT+P Steward Database. If they do so, we will retain personal data for the duration of an individual's active involvement as a General Volunteer.

Where a General Volunteer ceases involvement, we may retain their data for up to **one (1) year** to contact them regarding future volunteering opportunities or resolve operational queries.

Volunteers may object to further communications at any time.

For Recruitment/Enrollment:

When enrolling new team-members, LT+P may ask for an application to be submitted. This will only be stored for as long as we are recruiting for this role, or for a maximum of **three (3) months**. After this time-period, or earlier if recruitment does not take up the full duration of time, this information will be securely deleted or anonymised.

For Bank Information:

Any bank details or financial information given to us for the purposes of reimbursement of expenses will be held only for as long as it is practical to process reimbursements. Once it is no longer required, this information will be securely deleted.

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6. Who we share information with

We only share personal information with third parties when necessary and on a limited basis. For example, we may share the names of head stewards with our security contractors to ensure the safety and smooth running of events. We do not sell or rent your information to any third party.

We currently share information with the following types of organisations, where necessary:

- **Security and event safety providers**
- **Training providers (e.g., for disability awareness training)**
- **Accounting or finance software providers (e.g., for reimbursing volunteer expenses)**
- **Secure document storage providers (e.g. digital workspaces and organisational communications)**

- **Encrypted messaging services**

When using external digital platforms, such as WhatsApp, you do so under the platform's own Terms and Conditions and Privacy Policy. LT+P does not control how these platforms handle your personal data. For information about how these organisations handle your data, please refer to their respective privacy policies.

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7. Sharing information outside the UK

Some of our service providers may process personal data outside the United Kingdom.

Where international transfers occur, we ensure that appropriate safeguards are in place in accordance with UK GDPR.

For further information about how our processors handle international transfers, we can refer you to their respective privacy policies.

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8. Updates or changes to policy

This policy may be updated from time to time to reflect changes in law, regulatory guidance, or organisational practices.

Where material changes are made, we will take reasonable steps to inform volunteers and others.

Different editions of this document will be termed versions; this is Version 3.0.

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9. How to complain

If you have any concerns or complaints about our use of your personal data, you can make a complaint to us using the [contact details](#) at the top of this privacy notice.

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>

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Thank you for reading this privacy policy!