



Privacy Policy (Recruitment Services)

Last updated: April 2026

At Values & Talent, we are committed to protecting your personal data and handling it responsibly in accordance with the UK data protection laws and guidance from the Information commissions office (ICO).

1. Data We Collect

We may collect and process the following information:

- Name, contact details
- CV and employment history
- References (where applicable)
- Salary expectations
- Interview notes

2. How We Use Data

How and what we use your data for:

- Matching you to relevant roles
- Communicating opportunities
- Client submissions (with consent)
- Legal and compliance obligations

3. Legal Basis

We process your data based on:

- Your consent
- Contractual necessity
- Legitimate interest

4. Data Sharing

We may share data with:

- Clients (with candidate permission)
- Service providers (e.g. IT systems)

5. Data Retention

We retain data only as necessary:

- We retain candidate data for up to 1 year unless requested otherwise.
- Client data as required for business and legal purposes

6. Your Rights

Under UK GDPR, you have the right to:

- Access your personal data
- Request correction of inaccurate data
- Request deletion of your data
- Object to processing
- Request restriction of processing
- Data portability

7. Data security

We take appropriate technical and organisational measures to ensure that all data is protected.

8. Contact & Complaints

For any data related queries please contact the below:

Email: info@valuestalent.com

You may also contact the UK Information Commissioner's Office (ICO).