

Evaluation of Futures for All IntoTech programme Privacy Notice for Tech Speakers and Employers

1 Why are we collecting this data?

Futures for All (previously known as Speakers for Schools (SfS)) are working with the National Foundation for Educational Research (NFER) and ImpactEd Evaluation to evaluate the IntoTech programme.

The IntoTech programme is jointly funded by Futures for All and The Hg Foundation and aims to address the UK's persistent diversity gap in the technology (tech) industry by providing inspirational talks, employer-led insight days and work experience in the tech sector to school pupils to inspire them to consider a career in tech.

The evaluation will take place between September 2025 and July 2028 and will involve collecting data about speakers and employers, recruited by Futures for All, to provide careers intervention activities for students, and this privacy notice provides information about why we are collecting this data and how we will collect, use, keep and share the information. This privacy notice is part of our commitment to making sure that we process your personal data fairly and in compliance with the UK GDPR. Futures for All have a separate privacy notice regarding data they collect in order to provide the IntoTech Programme, available here: <https://www.futuresforall.org/privacy-notice>

Futures for All is the data controller and will make decisions about how and what personal data is used for the evaluation. NFER and ImpactEd are both data processors and will process data to deliver the evaluation. The Hg Foundation will not have any access to your personal data, but will receive reports and updates about the programme.

All privacy notices and information sheets for this evaluation are available on the project web page [here](#).

2 What is the legal basis for processing activities?

The legal basis for processing personal data is covered by:

- Article 6 (f) Legitimate interests: the processing is necessary for the legitimate interests of Futures for All, unless there is a good reason to protect the individual's personal data which overrides those legitimate interests.

We've carried out a Legitimate Interest Assessment to ensure there's a clear and balanced reason for processing this information

3 How will personal data be obtained?

Futures for All will collect personal data directly from participating speakers and employers as part of the delivery of IntoTech activities in the schools identified by the programme. They will

share this with NFER so that a sample can be invited to take part in an online interview (which will be audio recorded with the participant's agreement). Participation in these interviews is entirely voluntary.

4 What personal data is being collected by this project?

Personal data on speakers and employers which will be collected by this project is:

- The names of organisations/employers, names of the speaker/employee, their role, background expertise and whether they have worked with Futures for All previously, contact details.
- Speaker/employer perceptions of the implementation and outcomes of the IntoTech programme.

5 Who will personal data be shared with?

For the purposes of the evaluation, Futures for All will share with NFER the data that it has collected on speakers and employers who provide talks and work experience as part of the IntoTech programme. Any personal data shared between Futures for All and NFER will be via secure online data portal. Data will not be shared with any other parties and will not be used for any other purposes. NFER will store all personal data on their secure servers/cloud-based storage. Speaker/employer data will not be shared with ImpactEd.

NFER will produce a publishable report for Futures for All. No individual or school will be identifiable in the report, unless permission has explicitly been given by the data subject. Findings from the evaluation will only be shared in anonymised form.

Microsoft Teams may be used for virtual interviews. Their privacy notice is available here <https://docs.microsoft.com/en-us/microsoftteams/teams-privacy>

6 Is personal data being transferred outside of the UK?

NFER only stores personal data in the UK.

Futures for All only process and store data within the UK or European Economic Area or under equivalent adequacy arrangements approved by the European Commission.

7 How long will personal data be retained?

Any personal data collected for evaluation purposes will be deleted by NFER within one year of publication of the final report, which is scheduled for Spring 2029. At the latest, all personal data will be deleted by Spring 2030. Futures for All and Brightside will maintain personal data in accordance with their respective Retention Policies.

8 Can I stop my personal data being used?

All personal data will be handled in accordance with the rights given to individuals under data protection legislation. Under certain circumstances data subjects have the right:

- to request access to information that is held about them (a data subject access request)

- to have personal data rectified if it is inaccurate or incomplete.
- to request the deletion or removal of personal data where there is no compelling reason for its continued processing.
- to restrict processing of personal data (for example, permitting its storage but no further processing)
- to object to processing
- to data portability
- not to be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect.

Futures for All may need to request specific information from you to confirm your identity and ensure your right to access the information (or to exercise any of your other rights). This helps ensure that personal information is not disclosed to any person who has no right to receive it.

To exercise any of these rights, please contact your designated account manager at: experience@futuresforall.org for Employers, speakersforschools@futuresforall.org for Speakers. If a rights request is received by NFER this will be shared with Futures for All for their response.

Although we value your participation in this evaluation and its contribution to important findings, you can withdraw from the evaluation activities at any time. If you withdraw, unless otherwise instructed, we will use any data we have collected up to that point in our analysis. Please note that withdrawing your data will not be possible once data analysis has commenced (from August 2028). If at any time you wish to withdraw from the evaluation activities, or withdraw your data or correct errors in it, please contact: futuresforall@nfer.ac.uk.

9 Who can I contact about this project?

NFER is responsible for the day-to-day management of the evaluation. Please contact the evaluation team at: futuresforall@nfer.ac.uk.

For details about the implementation of the programme, please contact Futures for All at: experience@futuresforall.org.

If you have a concern about the way this project processes personal data, we request that you raise your concern with Futures for All in the first instance (see details above). If you remain dissatisfied, you can contact the Information Commissioner's Office, the body responsible for enforcing data protection legislation in the UK, at <https://ico.org.uk/concerns/>.

Further information on this project, including information sheets and privacy notices can be found [here](#).

10 Updates

We keep this privacy notice under review to make sure it is up to date and accurate. Any changes will be noted. The date when this privacy notice was last updated is shown in the footer at the bottom of this document.