



Privacy & Cookie Policy

June 2025

Version	Date	Actions taken	Agreed by
1	10.12.2024	First draft	Prepared by AD
	11.06.2025	Final version	Reviewed and approved

TERMS OF USE AND PRIVACY POLICY

By using De Vaarboom's website, you accept the terms of use. If you do not accept the terms of use, then do not use De Vaarboom's website or any of its content or services. These terms may be amended or updated by De Vaarboom from time to time without notice and the terms may have changed since your last visit to the website. It is your responsibility to review these terms of use for any changes. Your use after any amendments or updates of these terms of use signifies your consent and acceptance of such revised terms. Any new features that may be added to this website from time to time will be subject to these terms of use, unless stated otherwise. You should visit this page periodically to review these terms of use.

PRIVACY POLICY

1. INTRODUCTION

De Vaarboom (hereinafter referred to as "We" / "Us" / "Our") is committed to protecting your privacy. This Privacy Policy sets out and governs how We use the Personal Information that We collect, receive and store about individuals in connection with their use of Our website, <https://www.devaarboom.co.uk>.

2. TERMS

This Privacy Policy, together with Our Cookie Policy, forms part of Our Website Terms of Use.

3. CONSENT AND MODIFICATION OF PRIVACY POLICY

You are not legally obligated to provide Us any Personal Information, and by continuing to use Our Website, you confirm that providing your Personal Information to Us is at your own free will. By using the Website, you consent to the terms of this Privacy Policy and to Our collection, processing and sharing of your Personal Information for the purposes set forth herein. If you do not agree to this Privacy Policy, you should not access or otherwise use Our Website.

Your Personal Information will not be used for any purposes other than as specified in this Privacy Policy without your consent. You may withdraw your consent to Our processing of your Personal Information at any time by informing Us in writing. However, withdrawing your consent may result in your inability to continue using Our Website.

We reserve the right, at Our discretion, to change this Privacy Policy at any time. Such change will be effective upon posting of the revised Privacy Policy on the Website, and your continued use of the Website thereafter means that you accept such changes. It is your responsibility to check for any updates to this Privacy Policy.

4. COLLECTION OF PERSONAL INFORMATION

We collect, store and use Personal Information as follows:

- We may collect information about how you are accessing and using the Website, which may include administrative and support communications with Us and information about the services, features, content and links you interact with, and what third party integrations you use (if any). Such information may include Personal Information.
- We may make use of log files. The information inside the log files includes internet protocol ("IP") addresses, type of browser, your device's type, internet service provider ("ISP"), date and time stamp, referring / exit pages, clicked pages and any other information your browser may send to Us. We may use such information to analyse trends, administer the Website and track users' movement on the Website.

- We may use Google Analytics and other tools to collect information about the use of Our Website such as pages you view or your interactions on that page, to improve and develop our services and to generate technical and market insights. This information is collected to provide you with access, to operate Our Website, for support, to personalise and improve your experience of Our Website, to develop other services and technologies, and generate technical and market insights.
- If you send Us a 'Contact Me' ("Neem contact op") request, whether by submitting an online form or by sending an email, you may be required to provide Us with certain Personal Information, such as your name, phone number and email address.

De Vaarboom processes your Personal Information where We have lawful grounds and legitimate business reasons to do so.

For applications for students for the school, De Vaarboom may collect a range of information about you, including your name, your child's name, address and contact details, including email address and telephone number.

For recruitment purposes, De Vaarboom may collect a range of information about you. These may include the items listed below. Please also refer to the Safe Recruitment Policy on this matter.

- Your name, address and contact details, including email address and telephone number.
- Details of your qualifications, skills, training, experience, professional memberships and employment history.
- Whether or not you have a disability for which we need to make reasonable adjustments during the recruitment process.
- Information about your entitlement to work in the UK, including your National Insurance Number and/or Passport.
- Your comments relating to your suitability for the role and your personal interests.

Further personal data will be collected through interviews or other forms of assessment.

If successful, we also ask you to provide the contact details of two referees whom we will contact to obtain references for you. We assume that you have obtained their consent to give their details to us.

5. USE OF PERSONAL INFORMATION

We do not sell Our customers' or users' Personal Information to any third party. If you submit or We collect Personal Information through the Website, We may use such Personal Information in the following ways, via any communication channel:

- We will use your Personal Information to provide, support, fix errors and improve the De Vaarboom website.
- We may use your designated email address to respond to a 'Contact Us' or administrative request.
- We employ other companies to perform functions on Our behalf as part of De Vaarboom's services, e.g. processing payments, and such third party service providers have access to your Personal Information as needed to perform their functions, but may not use it for any other purposes and may not use said information for any other purposes. The third party service providers must process your Personal information in accordance with this Privacy Policy and as permitted by applicable data protection law.
- We may disclose your Personal Information or any information you submitted via the Website with people and organisation you specifically ask to share the information with.
- We may disclose your Personal Information or any information you submit via the Website and if We have a good faith belief that disclosure of such information is helpful or reasonably necessary to (i) comply with any applicable law, regulation, legal process or governmental request, (ii) enforce

Our Terms, including investigations of potential violations thereof, or (iii) protect against harm to the rights, property or safety of De Vaarboom, Our users, yourself or the public.

6. USE OF COOKIES

We may utilise Cookies, pixels, anonymous identifiers and other tracking technologies in order for Us to recognise your browser or device and to learn more about your interests. The term “Cookie” is defined as a small text file that may be used, for example, to collect information about activity on the Website. Certain Cookies and other technologies may serve to recall Personal Information, such as an IP address, previously indicated by a user. You may control the Cookies, including whether or not to accept them and how to remove them, and you may set your browser to notify you if you receive a Cookie, or you may choose to block Cookies with your browser.

The information We may collect through Cookies includes:

- Network and connection information, such as the IP address used to connect your computer or other device to the Internet and information about your ISP.
- Computer and device information, such as device, application or browser type and version, browser plug-in type and version, operating system or time zone setting.
- The location of your device or computer.
- Content interaction information, such as content downloads, streams, and playback details, including duration and number of simultaneous streams and downloads.
- The full Uniform Resource Locators (“URL”) clickstream to, through and from Our Website, content you viewed or searched for, page response times, download errors and page interaction information.
- Our Cookies allow you to take advantage of some essential and useful features. Blocking some types of Cookies will impact your experience of Our Website.

7. RETENTION OF PERSONAL INFORMATION

We keep your Personal Information to enable your continued use of Our Website for as long as (i) it remains necessary to fulfil the relevant purposes described in this Privacy Notice, which may extend beyond the termination of Our relationship with you, (ii) as may be required by law or (iii) as otherwise communicated to you. How long We retain specific Personal Information varies depending on the purpose for its use, and We will delete your Personal Information in accordance with applicable law. All retained Personal Information will remain subject to the terms of this Privacy Policy, as this may be updated from time to time.

8. OPTING OUT

You may at all times choose whether or not to disclose Personal Information. If you choose not to provide mandatory Personal Information, you may still visit certain sections of Our Website, but you will be unable to access certain options, programs, offers and services that involve Our interaction with you, and our services will not be available to you.

You may choose not to receive future communications from Us by unsubscribing or opting out. If you opt out of receiving the foregoing emails, We may still send you a response to any ‘Contact Us’ request.

If you wish to delete or correct any of your Personal Information that We may be storing, you may submit an access request by sending an email to info@devaarboom.co.uk.