

Workforce Challenge Partners®

Privacy Statement — Engagement Data

Workforce Challenge Partners® (“WCP”, “we”), a collaboration between Merria Ltd and Anna Morgan MBE Ltd, works with NHS and other organisations to deliver culture reviews, coaching, and leadership development. This statement explains what happens to personal data collected as part of that work.

1. Who is responsible for your data

For most engagement work, the organisation that commissions us (“the Client”) is the Data Controller and decides why data is collected. WCP acts as the Data Processor, handling data on the Client's behalf under a signed Data Processing Agreement. Where WCP determines the purpose itself (for example, our own supplier or contact records), WCP is the Controller.

2. What we collect, and why

- Anonymous culture/staff surveys: no names, email addresses, or identifying details are collected, and responses cannot be traced back to you.
- Coaching questionnaires and 360 feedback: your name, role, and your responses or ratings, used to support your individual development and reported back to you and (in summary form) to your organisational sponsor.
- Client and delivery contacts: name, role, and contact details, used to plan and deliver the engagement.

3. Who sees it

Access is limited to WCP team members delivering your engagement. Where a survey platform or secure file storage provider is used to support delivery, that provider is bound by a written agreement requiring the same standard of protection as this statement, and data is held on UK-based or UK GDPR-adequate systems. We do not sell personal data or share it for marketing.

4. How long we keep it

Anonymous survey data is retained for no longer than 12 months after final reporting to the Client. Coaching and 360/feedback data is retained for no longer than 12 months after the engagement ends. Data is then securely deleted, unless a different period is agreed with the Client for a specific engagement.

5. Your rights

Depending on the type of data involved, you can ask to access, correct, or ask us to erase your personal data. For anonymous survey responses, these rights are limited in practice because responses cannot be linked back to an individual. For coaching and feedback data, requests should usually go through your organisation's Data Protection Officer or Information Governance Lead, who can involve WCP as needed.

6. Concerns or complaints

If you have a concern about how your data has been handled, please contact us using the details below in the first instance. You also have the right to complain to the Information Commissioner's Office (ICO) at ico.org.uk.

7. Contact us

Email: info@workforcechallenge.com — please address privacy queries to this contact rather than to an individual, so they can be handled promptly whoever is available.