Red Wellies Childcare Limited - Privacy Notice

Last Updated: October 2026

This Privacy Notice explains how Red Wellies Childcare Limited collects, uses, stores, and protects the personal data of our parents, guardians, children, and staff members in accordance with the UK GDPR and the Data Protection Act 2018.

1. Who We Are

We are Red Wellies Childcare Limited (referred to as 'Red Wellies', 'we', or 'us'). For the purpose of data protection laws, we are the 'Data Controller'. If you have any questions about this notice, please contact our Data Protection Representative at richard@red-wellies.co.uk.

2. Information We Collect & Why

For Children and Parents / Guardians:

- Personal details: Names, dates of birth, home addresses, and emergency contact details.
- Attendance & development: Attendance logs, progress reports, observations, and photographs for learning journeys.
- Special category data: Medical history, dietary needs, allergies, and safeguarding or special educational needs (SEN) reports.
- Financial details: Bank details and funding vouchers for childcare fees and government-funded hours.

For Staff Members:

- Recruitment data: CVs, reference letters, employment history, and academic qualifications.
- Vetting details: Enhanced Disclosure and Barring Service (DBS) checks and right-to-work evidence.
- Employment details: Contracts, payroll information, tax status, performance reviews, and training logs.

3. Our Legal Basis for Processing

We process this data under the following UK GDPR frameworks:

- Legal Obligation: To fulfil our statutory child protection, welfare, and safeguarding duties.
- Contractual Necessity: To deliver childcare services to parents or manage staff employment contracts.
- Vital Interests: To protect a child or staff member during a medical emergency.
- Consent: For optional activities like promotional nursery marketing or social media images.

4. Data Sharing

We do not sell your personal data. We only share information with third parties when legally necessary, including:

- Local Authorities (for early years funding allocations).
- Regulatory bodies like Ofsted (to demonstrate compliance).
- Emergency services or medical professionals if safety is compromised.
- Payroll processors, pension providers, and secure digital learning portals used by Red Wellies.

5. Data Retention & Security

We implement robust technical and organisational security measures to protect your data from unauthorised access. We only store your data as long as required by law. For instance, basic child medication records and safeguarding folders are safely held for several years past early childhood, conforming to statutory limitations.

6. Your Rights

Under data protection law, you have the right to access the data we hold, request corrections, request deletion under certain settings, or object to or restrict processing. If you believe we have mishandled your data, you have the right to lodge a formal complaint with the UK Information Commissioner's Office (ICO).