

DATA PROTECTION POLICY – HARMISH MEHTA

Effective from 2 April 2024

Data Controller information

1. The following individual is the Data Controller under the General Data Protection Regulation (“**GDPR**”):

Harmish Mehta

Radcliffe Chambers, 11 New Square, Lincoln’s Inn, London WC2A 3QB

hmehta@radcliffechambers.com

+44 (0)20 7692 2085

ICO Registration Number: ZB670367

2. This means that he determines the purposes for which personal information will be held or used. He is also responsible for notifying the Information Commissioner’s Office (“**ICO**”) of the personal information he holds or is likely to hold, and the general purposes for which this personal information will be used.

This Policy

3. Harmish is committed to being transparent about how he collects and uses certain personal information about individuals, and to meeting his data protection obligations.
4. These individuals can include clients, customers, suppliers, business contacts, employees of Radcliffe Chambers Services Limited, contractors and other people with whom Harmish has a relationship or may need to contact.
5. This Policy describes how this personal information must be collected, handled and stored to meet Harmish’s data protection standards and to comply with the law. The GDPR applies regardless of whether personal information is stored electronically, on paper or on other materials.
6. To comply with the law, personal information must be collected and used fairly, stored safely and not disclosed unlawfully.

7. The GDPR is underpinned by six important principles. They say that personal information must be:
 - 7.1. processed lawfully, fairly, and in a transparent manner;
 - 7.2. collected for specific, explicit and legitimate purposes;
 - 7.3. adequate, relevant and limited to what is necessary for processing;
 - 7.4. kept accurate, so that all reasonable steps are taken to ensure that inaccurate personal information is rectified or deleted without delay;
 - 7.5. kept only for the period necessary for processing; and
 - 7.6. secure and protected against unauthorised or unlawful processing, and accidental loss, destruction or damage.

General Policy information

8. Harmish will, through appropriate management and strict application of criteria and controls:
 - 8.1. Fully observe conditions regarding the fair collection and use of personal information.
 - 8.2. Meet his legal obligations to specify the purposes for which personal information is used.
 - 8.3. Collect and process appropriate personal information, and only to the extent that it is needed to fulfil his operational needs or to comply with any legal requirements.
 - 8.4. Ensure the quality of personal information used.
 - 8.5. Ensure appropriate retention and disposal of personal information.
 - 8.6. Ensure that the rights of people about whom personal information is held can be fully exercised under the GDPR. These include:
 - 8.6.1. the right to be informed;

- 8.6.2. the right of access;
 - 8.6.3. the right to rectification;
 - 8.6.4. the right to erase;
 - 8.6.5. the right to restrict processing;
 - 8.6.6. the right to data portability;
 - 8.6.7. the right to object; and
 - 8.6.8. rights in relation to automated decision-making and profiling.
- 8.7. Take appropriate technical and organisational security measures to safeguard personal information.
 - 8.8. Ensure that personal information is not transferred outside the EEA without suitable safeguards.
 - 8.9. Treat people justly and fairly whatever their age, religion, disability, gender, sexual orientation or ethnicity when dealing with requests for personal information.
 - 8.10. Set out clear procedures for responding to requests for personal information.

Data storage

- 9. Harmish takes seriously the security of personal information and records relating to service users and will ensure that it is stored securely and will only be accessible to authorised employees of Radcliffe Chambers Services Limited and contractors.
- 10. There are internal policies and controls in place to protect personal information against loss, accidental destruction, misuse or disclosure, and to ensure that personal information is not accessed without authorisation. Personal information will be stored only for as long as it is needed or required by law and will be disposed of appropriately.

11. Where Harmish engages third parties to process personal information on his behalf, such parties do so on the basis of written instructions, are under a duty of confidentiality, and are obliged to implement appropriate technical and organisational measures to ensure the security of personal information.
12. Harmish will ensure all personal data is not recoverable from any device which he has used and has been passed on or sold to a third party.

Data access and accuracy

13. All individuals / data subjects have the right to access the personal information that Harmish holds about them, except where specific exemptions apply to a legal professional. Harmish will also take reasonable steps ensure that this personal information is kept up to date.
14. In addition, Harmish will take reasonable steps to ensure that:
 - 14.1. everyone processing personal information understands that they are contractually responsible for following good data protection practice;
 - 14.2. everyone processing personal information is appropriately trained to do so;
 - 14.3. everyone processing personal information is appropriately supervised;
 - 14.4. anybody interested in making enquiries about handling personal information knows what to do;
 - 14.5. he deals promptly and courteously with any enquiries about handling personal information;
 - 14.6. he describes clearly how he handles personal information;
 - 14.7. he will regularly review and audit the ways he holds, manages and uses personal information;
 - 14.8. he regularly assesses and evaluates his methods and performance in relation to handling personal information; and

- 14.9. all employees of Radcliffe Chambers Services Limited are aware that a breach of the rules and procedures identified in this Policy may lead to disciplinary action being taken against them.

Disclosure

15. Personal information collected by Harmish may be shared with:
 - 15.1. the relevant client's instructing solicitor(s);
 - 15.2. legal representatives for other parties;
 - 15.3. Radcliffe Chambers management and staff who provide administrative services;
 - 15.4. Harmish's regulator, insurer and/or legal advisors in the event of a dispute or other legal matter;
 - 15.5. law enforcement officials, government authorities, or other third parties (to the extent required by law);
 - 15.6. a court, arbitrator, adjudicator or person in an analogous position in the ordinary course of proceedings; and/or
 - 15.7. any other party where consent is given to the sharing by the client.
16. Personal information collected by Harmish may also be shared with (subject to any instructions given to the contrary):
 - 16.1. any pupil, mini pupil or analogous work experience student within Chambers; and/or
 - 16.2. other counsel in Chambers, where they have also been instructed or for the purposes of proofreading or obtaining a second opinion on an informal basis.
17. The individual / data subject will be made aware in most circumstances how and with whom their information will be shared. There are circumstances where the law allows Harmish to disclose personal information (including

sensitive personal information) without the data subject's consent. These are:

- 17.1. carrying out a legal duty or as authorised by the Secretary of State;
- 17.2. protecting vital interests of an individual / data subject or other person;
- 17.3. the individual / data subject has already made the information public;
- 17.4. conducting any legal proceedings, obtaining legal advice or defending any legal rights;
- 17.5. monitoring for equal opportunities purposes (e.g. race, disability or religion); or
- 17.6. providing a confidential service where the individual / data subject's consent cannot be obtained or where it is reasonable to proceed without consent (e.g. where Harmish would wish to avoid forcing stressed or ill individuals / data subjects to provide consent signatures).

Data protection training

18. Harmish will ensure that he is appropriately trained in data protection annually and a register will be kept of training gained.
19. This Policy will be updated as necessary to reflect best practice in data management, security, and control and to ensure compliance with any changes or amendments made to the GDPR.