

Privacy Policy

Last updated 12 October 2026 · ICO registration number ZC254293

This policy explains what personal information Blume Development collects, why we collect it, and how we look after it. We've kept it short and in plain English.

Who we are

Blume Development Ltd ("Blume", "we", "us") supports allied health professionals through mentoring, preceptorship support, workshops, student placements and The Blume Bunch community. We're a UK limited company, and we're responsible for the personal information you share with us.

We're registered with the Information Commissioner's Office (ICO), the UK's data protection regulator. Our registration number is ZC254293.

If you have any questions about this policy or your information, email Felicity Devereux at felicity@blumedevdevelopment.co.uk.

What information we collect

We only collect what we need. Depending on how you work with us, this may include:

-  **Contact details:** your name, email address and, if you join our WhatsApp group, your phone number.
-  **Career details:** your profession, career stage, where you work or study, and the town or city you're based in.
-  **Your preferences:** the events and support you're interested in, and whether you'd like to hear from us.
-  **Mentoring and placement information:** notes, goals and reflections you share with us during mentoring sessions or a student placement.
-  **Booking and payment details:** what you've booked with us and the details we need to invoice you. We don't store card details ourselves.

We don't ask for health information or other sensitive details. Please only share what you're comfortable with, especially in group spaces like WhatsApp.

How we use your information

The law asks us to explain our reason ("lawful basis") for each use. Here's how that works in practice:

What we do	Why we're allowed to
Send you emails about events, offers and The Little Blume Break, or invite you to our WhatsApp group	You've given us your consent
Deliver mentoring, workshops or placements you've booked or signed up to	To provide the service you've asked for
Plan meet-ups and shape our support based on what the community tells us	Our legitimate interest in running a useful community
Invite you to take part in anonymous feedback surveys	Our legitimate interest in improving our support
Reply to your enquiries and keep in touch about work we're doing together	Our legitimate interest in running our business
Keep invoices and financial records	We're legally required to

Our feedback surveys are anonymous and always optional. We don't collect your name or email with your answers. We may share the combined results, for example with partner organisations or in published work.

We never sell your information, and we don't use it for anything you wouldn't reasonably expect.

Emails, The Little Blume Break and WhatsApp

We'll only send you marketing emails or The Little Blume Break if you've said yes. You can unsubscribe at any time using the link in any email, or by emailing us.

If you join the Blume Bunch WhatsApp group, other members will be able to see your name, phone number and anything you post. WhatsApp is run by Meta, and its own privacy policy applies to how it handles your data. You can leave the group at any time.

Our website

Our website, www.blumedevelopment.co.uk, is run on Wix. When you book a session, register for an event, fill in a form or create a member account on our site, Wix stores the details you enter for us, such as your name, email address and booking information.

Payments made through our website are processed securely by Wix's payment providers. We never see or store your full card details.

Our website uses cookies, which are small files that help the site work and show us how it's used. When you first visit, you can choose which non-essential cookies to accept, and you can change your choice in your browser settings at any time.

Where we store it and who we share it with

Your information is stored securely in Google Workspace, which we use for email, forms and files. We also use trusted services to run our website and hold online sessions, such as Microsoft Teams. Some of these providers may store data outside the UK, and when they do, they use legal safeguards to protect it.

We only share your information when we need to:

 **Organisations that fund or arrange your support.** If your employer or university arranges mentoring or a placement with us, we may share basic details such as attendance. We won't share what you discuss in sessions without your agreement, unless we're worried about someone's safety.

 **When the law requires it.**

We never sell or rent your information to anyone.

How long we keep it

We keep your information only as long as we need it:

 **Community and mailing list details:** until you unsubscribe or ask us to delete them. We review the list every two years and remove anyone we haven't heard from.

 **Mentoring and placement records:** for up to two years after our work together ends.

 **Invoices and financial records:** for six years, as the law requires.

After that, we delete it securely.

Your rights

You have the right to:

-  ask for a copy of the information we hold about you
-  ask us to correct anything that's wrong
-  ask us to delete your information
-  withdraw your consent at any time, for example by unsubscribing
-  object to us using your information, or ask us to limit how we use it

To do any of these, email felicity@blumedevdevelopment.co.uk. We'll reply within one month.

If you're unhappy with how we've handled your information, please talk to us first. You also have the right to complain to the Information Commissioner's Office (ICO) at ico.org.uk.

Changes to this policy

We may update this policy from time to time. The date at the top shows when it was last changed. If we make a significant change, we'll let you know.

Get in touch

felicity@blumedevdevelopment.co.uk · www.blumedevdevelopment.co.uk

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