



Glasgow
Council
for the
Voluntary
Sector

HR Bitesize for the Voluntary Sector *August*



GDPR & Data Protection Changes

What employers needs to know



Why This Matters

The Data Use and Access Act 2025 (DUAA)
introduced changes to:

- ✓ UK GDPR
- ✓ Data Protection Act 2018
- ✓ Privacy & Electronic Communications Regulations (PECR)

Organisations should now review their policies, procedures and documentation to ensure they reflect the latest legal requirements.



Changes That May Benefit Your Organisation

Recognised Legitimate Interests

For certain activities, organisations no longer need to carry out a balancing test when relying on a lawful basis for processing data.

This includes:

- Safeguarding
- Emergency response
- Crime prevention
- Public security
- Sharing information to support public functions



Many charities delivering support services may benefit from **greater certainty** when processing personal data.

Fundraising & Subject Access Requests



Soft Opt-In for Charities

Charities can now send electronic marketing to supporters who have previously engaged with them, provided that:

- ✓ An opt-out was offered when details were collected
- ✓ An opt-out is included in every message

Subject Access Request (SAR) Changes

New improvements mean:

- Searches only need to be reasonable and proportionate
- Timescales start after identity verification
- Organisations can pause requests while seeking clarification

New Compliance Requirements



Children's Data

If your online services are likely to be accessed by children, you must explicitly consider children's **best interests** when using their data.

Complaints Handling

All organisations **must now**:

- ✓ Provide a visible route for complaints
- ✓ Acknowledge complaints within 30 days
- ✓ Respond without undue delay
- ✓ Provide accessible ways to complain (such as online forms)

What's next?

Now is a good time to:

-  Review your Data Protection Policy
-  Update privacy notices and SAR procedures
-  Check marketing and fundraising practices
-  Review children's data safeguards
-  Ensure governance documents and risk records are up to date

Need support?

Our People & Safety Services team can help you navigate these changes with confidence.

Visit gcvcs.org.uk/support

Email peopleservices@gcvcs.org.uk

or call us on 0141 354 6515