



Equality Focus

Equality & Diversity for Your Organisation

IMPORTANT NOTICE ABOUT COOKIES

This notice is designed to provide you with more information about how [Equality Focus](#) (the publisher of this website) uses cookies.

What are Cookies?

"Cookies" are small files that contain information that a website sends to your computer, laptop or mobile media device's hard drive while you are viewing a website. Each cookie is unique to your web browser and will contain some anonymous information such as unique identifier and the site name and some digits and numbers. It allows a website to remember things like your preference or what's in your shopping basket.

How does Equality Focus use Cookies?

Cookies are used by lots of websites to provide features to their users and they are used by Equality Focus to improve its websites and to deliver a better and more personalised and interactive service to you.

Equality Focus also uses persistent cookies, which stay on your computer or mobile media device even after you have gone offline.

Equality Focus will use different types of cookies at various different pages of your use of our websites, these types of cookies include:

1. Functionality Cookies

These are essential to the running of the Equality Focus website. They include Session cookies, which enable you to carry out essential functions on Equality Focus's websites like maintaining login details for the session or a transaction. Session cookies are not stored on your computer and the information these cookies collect is anonymised and they cannot track your browsing activity on other websites. These cookies will expire when you close your web browser session.

Cookies defined, as 'Functionality' will not be used to target you with adverts on other websites.

2. Strictly Necessary Cookies

These cookies allow you to move around our websites and use essential features like any secure areas. These cookies do not gather any information about you that could be used for marketing or remembering where you have been on the internet.

Cookies defined, as 'Strictly Necessary' will not be used to target you with adverts or remember your preference or username beyond your current visit.

3. Performance Cookies

These cookies collect information about how you use our website, such as which pages you visit. These cookies do not collect any information that could identify you, as all the information collected is anonymous and is only used to help us improve our websites, understand what interests you and measures how effective our advertising is.

Cookies defined, as 'Performance' will not be used to target you with adverts or target adverts to you on other websites, or remember your preference or username beyond your current visit.

4. Third Party Cookies

We use a selection of third party tools for performance monitoring. The links below provide more information about how these tools use cookies.

Issued by	Cookie type	Information available at
Google Analytics	Performance	http://www.google.com/

- a. Third party cookies for tracking/user analysis. Many of our websites also use cookies to track how many individual unique users we have and how often they visit Equality Focus's websites. We use 3rd party companies for this service such as Google Analytics provided by Google.
- b. Other third party cookies. Some pages on our websites, other companies may also set their own anonymous cookies. They do this to track the success of their application, or to customise the application for you. We cannot access these cookies, nor can the other company access the data in cookies we use on our websites.

What to do if you want to control the use of Cookies?

You have the ability to accept or decline cookies using your web browser, but please be aware that for some parts of our websites to work you will need to accept cookies. Cookies can be removed or declined by changing your web browser settings. The following links may be helpful:

[Cookie setting in Firefox](#)

[Cookie setting in Safari](#)

[Cookie setting in Internet Explorer](#)

[Cookie setting in Chrome](#)

For more information about third party cookies generated by advertisers please visit www.youronlinechoices.com and for general information about cookies and their use, please visit [All About Cookies](#).

Please be aware that these are 3rd party website and as such, Equality Focus accepts no liability for the instructions given on these sites.

If you have any questions about Equality Focus' policy, please contact info@equalityfocus.co.uk or for further legal information about privacy issues you may find the links below useful:

[The Information Commissioner's Office](#)

[Data Protection Act 1998](#)