

Cookies Policy

Youth Start Limited

Company Number: 16864238

Registered Office: 370 Osmaston Park Road, Derby, DE24 8FB

Effective Date

1 January 2026

Next Review Date

1 January 2027

Introduction and Purpose

Youth Start Limited uses cookies and similar technologies on our website to enhance user experience, analyse website usage, and deliver personalised content and advertising. This Cookies Policy explains what cookies are, why we use them, which cookies we use, and how you can manage your cookie preferences.

Cookies are small text files that are stored on your device (computer, tablet, or mobile phone) when you visit a website. Cookies allow websites to remember information about your visit, such as your preferences, login status, and browsing activity. Cookies are widely used on the internet and are essential to the functioning of many websites.

The use of cookies is governed by the Privacy and Electronic Communications Regulations 2003 (PECR) and the UK General Data Protection Regulation (UK GDPR). We are committed to using cookies transparently and in compliance with these regulations. We obtain your consent before storing non-essential cookies on your device.

This policy applies to all visitors to our website (youthstart.co.uk) and explains our cookie practices in detail.

Scope

This Cookies Policy applies to:

- All cookies and similar technologies used on the Youth Start website (youthstart.co.uk)
- All visitors to our website, including job applicants, employers, and members of the public
- All information collected through cookies and similar technologies

This policy does not apply to cookies used by third-party websites that you may visit from links on our website. Third-party websites have their own cookie policies, and we are not responsible for their cookie practices.

What Are Cookies?

Cookies are small text files that are stored on your device when you visit a website. Cookies contain information such as:

- A unique identifier for your device or browser
- Information about your preferences and settings
- Information about your browsing activity
- Login credentials and session information

Cookies are created by the website you are visiting (first-party cookies) or by third-party services used by the website (third-party cookies). Cookies can be either session cookies (which expire when you close your browser) or persistent cookies (which remain on your device for a specified period).

Similar technologies to cookies include web beacons (small invisible images embedded in web pages that track page views), pixels (similar to web beacons), and local storage (a technology similar to cookies that stores larger amounts of data on your device).

Why We Use Cookies

We use cookies for the following purposes:

Essential Cookies:

Essential cookies are necessary for the website to function properly. These cookies enable core functionality such as page navigation, access to secure areas of the website, and form submission. Without essential cookies, the website would not function correctly. Essential cookies do not require your consent under PECR.

Performance Cookies:

Performance cookies collect information about how visitors use our website, such as which pages are visited most frequently, how long visitors spend on each page, and whether visitors encounter errors. This information helps us understand how the website is being used and identify areas for improvement. Performance cookies do not identify you personally and are used only for analytics purposes.

Functional Cookies:

Functional cookies remember your preferences and settings, such as your language preference, font size, or accessibility settings. These cookies enhance your user experience by allowing the website to remember your choices when you return.

Marketing Cookies:

Marketing cookies are used to track your browsing activity across the internet and to deliver personalised advertising based on your interests. Marketing cookies may be used to show you advertisements for Youth Start services on other websites you visit. Marketing cookies require your consent before they are stored on your device.

Cookies We Use

We use the following cookies on our website:

Essential Cookies

Session Cookie:

- Name: PHPSESSID - Provider: Youth Start - Purpose: Maintains your session on the website and enables secure access to forms and user accounts - Expiry: Session (expires when you close your browser) - Consent Required: No

Security Cookie:

- Name: csrf_token - Provider: Youth Start - Purpose: Protects against cross-site request forgery (CSRF) attacks by verifying that requests originate from our website - Expiry: Session - Consent Required: No

Performance Cookies

Google Analytics:

- Name: _ga, _gid, _gat - Provider: Google LLC - Purpose: Tracks website usage, including pages visited, time spent on pages, referral sources, and user behaviour - Expiry: 2 years (_ga), 24 hours (_gid), 1 minute (_gat) - Consent Required: Yes - Privacy Policy: <https://policies.google.com/privacy>

Hotjar:

- Name: _hjid, _hjIncludedInSample - Provider: Hotjar Ltd - Purpose: Tracks user interactions with the website, including clicks, scrolls, and form submissions, to understand user behaviour and identify usability issues - Expiry: 365 days - Consent Required: Yes - Privacy Policy: <https://www.hotjar.com/privacy>

Functional Cookies

Language Preference:

- Name: lang_preference - Provider: Youth Start - Purpose: Remembers your language preference - Expiry: 1 year - Consent Required: No

Accessibility Settings:

- Name: accessibility_settings - Provider: Youth Start - Purpose: Remembers your accessibility preferences, such as font size and contrast settings - Expiry: 1 year - Consent Required: No

Marketing Cookies

Facebook Pixel:

- Name: _fbp - Provider: Meta Platforms Inc - Purpose: Tracks your activity on our website to deliver personalised advertising on Facebook and Instagram - Expiry: 90 days - Consent Required: Yes - Privacy Policy: <https://www.facebook.com/privacy/explanation>

LinkedIn Insight Tag:

- Name: li_buid, li_gc - Provider: LinkedIn Corporation - Purpose: Tracks your activity on our website to deliver personalised advertising on LinkedIn - Expiry: 90 days (li_buid), 2 years (li_gc) - Consent Required: Yes - Privacy Policy: <https://www.linkedin.com/legal/privacy-policy>

Cookie Consent

We obtain your consent before storing non-essential cookies (performance, functional, and marketing cookies) on your device. Consent is obtained through a cookie consent banner that appears when you first visit our website.

Consent Mechanism:

The cookie consent banner allows you to: - Accept all cookies - Reject non-essential cookies - Customise your cookie preferences

Your consent preferences are stored in a consent cookie that remembers your choices when you return to the website.

Withdrawing Consent:

You can withdraw your consent to non-essential cookies at any time by visiting our cookie preferences page or by clearing your cookies and visiting the website again.

Consent for Children:

We do not knowingly collect information from children under the age of 13. If we become aware that a child under 13 has provided consent to cookies, we will delete the consent and any associated data.

Third-Party Cookies

We use third-party services that may set their own cookies on your device. Third-party cookies are subject to the privacy policies of the third-party providers. We have listed the main third-party cookies above (Google Analytics, Hotjar, Facebook Pixel, LinkedIn Insight Tag).

Third-party providers may use cookies to: - Analyse website usage - Deliver personalised advertising - Track conversions and campaign performance - Provide customer support and chat services

You can control third-party cookies through your browser settings or by visiting the opt-out pages provided by third-party providers.

Managing Your Cookies

You can control cookies through your browser settings. Most browsers allow you to:

Block All Cookies:

You can set your browser to block all cookies. However, this may prevent the website from functioning correctly and may affect your user experience.

Block Third-Party Cookies:

You can set your browser to block only third-party cookies while allowing first-party cookies.

Delete Cookies:

You can delete cookies stored on your device at any time. Deleting cookies will remove your preferences and may require you to log in again.

Receive Notifications:

You can set your browser to notify you when a website attempts to store a cookie, allowing you to accept or reject the cookie.

Browser-Specific Instructions:

Instructions for managing cookies in popular browsers are available at: - Chrome: <https://support.google.com/chrome/answer/95647> - Firefox: <https://support.mozilla.org/en-US/kb/cookies-information-websites-store-on-your-computer> - Safari: <https://support.apple.com/en-gb/guide/safari/manage-cookies-and-website-data-sfri11471/mac> - Edge: <https://support.microsoft.com/en-us/microsoft-edge/delete-cookies-in-microsoft-edge>

Do Not Track:

Some browsers include a “Do Not Track” feature that sends a signal to websites requesting that you not be tracked. We respect Do Not Track signals, but please note that not all websites honour this feature.

Cookie Retention and Deletion

Cookies are retained on your device for the periods specified in the table above. Session cookies expire automatically when you close your browser. Persistent cookies remain on your device until they expire, or you delete them manually.

We do not retain cookie data on our servers for longer than necessary. Analytics data collected through cookies is retained in accordance with our Data Retention Policy (maximum 26 months for website analytics data).

Legal Basis for Cookie Use

Our use of cookies is based on the following legal bases:

Consent (PECR):

We obtain your explicit consent before storing non-essential cookies on your device, as required by the Privacy and Electronic Communications Regulations 2003.

Legitimate Interests (UK GDPR):

We use essential cookies without consent because they are necessary for the website to function. We rely on legitimate interests to use performance and functional cookies where consent has not been obtained, as these cookies help us improve the website and provide a better user experience.

Contract (UK GDPR):

Where you have created an account on our website, we use session cookies to maintain your login status and enable you to access your account.

Your Rights

You have the following rights in relation to cookies and the data they collect:

Right to Withdraw Consent:

You can withdraw your consent to non-essential cookies at any time by visiting our cookie preferences page or by adjusting your browser settings.

Right of Access:

You have the right to request information about the cookies stored on your device and the data they collect. You can contact us at contact@youthstart.co.uk to request this information.

Right to Deletion:

You can delete cookies stored on your device at any time through your browser settings.

Right to Object:

You can object to the use of marketing cookies by withdrawing your consent or by using the opt-out mechanisms provided by third-party providers.

International Data Transfers

Some of the third-party services we use (such as Google Analytics and Facebook Pixel) are based in the United States and may transfer data outside the United Kingdom. These transfers are protected by Standard Contractual Clauses (SCCs) or other appropriate safeguards in accordance with UK GDPR requirements.

Changes to This Policy

We may update this Cookies Policy from time to time to reflect changes in our cookie practices, legal requirements, or website functionality. We will notify you of material changes by posting the updated policy on our website and updating the “Effective Date” at the top of this policy.

Your continued use of the website following the publication of an updated policy constitutes your acceptance of the updated policy.

Responsibilities

Youth Start:

Youth Start is responsible for implementing and maintaining our cookie practices in compliance with PECR and UK GDPR, obtaining your consent before storing non-essential cookies, providing transparent information about our cookies, and responding to your requests regarding cookies.

Website Visitors:

You are responsible for managing your cookie preferences through your browser settings and for reviewing this policy to understand our cookie practices.

Relevant Legislation

This Cookies Policy is based on the following legislation:

- Privacy and Electronic Communications Regulations 2003 (PECR)
- UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Electronic Commerce Directive 2000/31/EC

Contact Information

If you have any questions about this Cookies Policy, wish to withdraw your consent to cookies, or have concerns about our cookie practices, please contact us:

Youth Start Limited

Email: contact@youthstart.co.uk

Telephone: 07470435603

Registered Office: 370 Osmaston Park Road, Derby, DE24 8FB

We will respond to your enquiry within 10 working days.

Cookie Preferences

You can manage your cookie preferences at any time by visiting our [Cookie Preferences Page] on our website. This page allows you to accept or reject non-essential cookies and to customise your preferences for specific categories of cookies.

