

Privacy Policy

Last Updated: January 2025

Play-Based Leadership ("we", "our", or "us") respects your privacy and is committed to protecting your personal information. This Privacy Policy explains how we collect, use, store, and protect your data when you visit our website, engage with our content, or participate in our programs, workshops, or events.

By using our website or services, you agree to this Privacy Policy.

1. Information We Collect

We collect personal information only when it's necessary to provide our services or improve your experience. This may include:

1. **Personal details** such as your name, email address, phone number, and organisation (e.g., when you sign up for a newsletter, book a session, or download a resource).
2. **Usage information** such as IP address, browser type, pages visited, and time spent on our website (via analytics tools like Google Analytics).
3. **Communication preferences** and any information you choose to share with us when contacting us or completing forms.

We do **not** collect sensitive information unless it is directly relevant and provided with your consent.

2. How We Use Your Information

We use your information to:

1. Provide you with requested resources, products, or services
2. Send updates, newsletters, or event information (only if you've opted in)
3. Improve our website, user experience, and offerings
4. Respond to your inquiries or feedback
5. Deliver tailored learning experiences and insights relevant to your interests

We will never sell or rent your personal information to third parties.

3. How We Store and Protect Your Information

We store your data securely using encrypted systems and password-protected platforms. We take reasonable steps to protect your information from misuse, loss, unauthorised access, or disclosure.

When personal information is no longer required, it is securely deleted or anonymised.

4. Sharing Your Information

We may share your information only when necessary to deliver our services, for example, with trusted service providers who support our website, email systems, or payment processing.

All third parties are required to handle your data in compliance with privacy laws and only for the agreed purpose.

We may also disclose information if required by law or to protect our rights and property.

5. Cookies and Analytics

Our website uses cookies to enhance your browsing experience and understand user behaviour.

Cookies do not personally identify you but help us improve site functionality and content.

You can disable cookies through your browser settings, but this may affect website functionality.

We may also use analytics tools (such as Google Analytics) to collect anonymised data about how visitors interact with our site. This helps us improve user experience and content relevance.

6. Email Communications

If you subscribe to our newsletter or complete a form, you may receive updates about new resources, programs, or events. You can unsubscribe anytime by clicking the "unsubscribe" link in any email or contacting us directly.

7. Accessing or Updating Your Information

You can request access to the personal information we hold about you or ask us to correct it if it's inaccurate or out of date.

To make a request, please contact us using the details below.

8. Links to Other Websites

Our website may contain links to other trusted organisations or partners.

We are not responsible for the privacy practices or content of external sites, so we encourage you to review their privacy policies before sharing personal information.

9. Contact Us

If you have questions, feedback, or concerns about this Privacy Policy, or wish to access or correct your personal information, please contact us:

Play-Based Leadership

Email: team@playbasedleadership.com

Website: www.playbasedleadership.com

10. Policy Updates

We may update this Privacy Policy occasionally to reflect new practices, technologies, or legal requirements.

Any updates will be posted on this page with a revised "Last Updated" date.

Terms of Use

Last Updated: January 2025

Welcome to **Play-Based Leadership**, a brand created by *The School of Play*.

By accessing or using our website, resources, programs, or services, you agree to comply with and be bound by the following Terms of Use.

If you do not agree with these terms, please do not use our website.

1. Who We Are

Play-Based Leadership ("we", "us", "our") is a professional development brand that provides leadership frameworks, workshops, resources, and online content designed to help individuals and organisations lead with joy, curiosity, and connection.

Our website is operated by *The School of Play* (ABN: [insert ABN if available]).

2. Use of Our Website

You agree to use our website for lawful purposes only and in a way that does not infringe the rights of, restrict, or inhibit anyone else's use and enjoyment of it.

You must not:

1. Copy, reproduce, distribute, or modify any part of our website or materials without written consent.
2. Attempt to hack, disrupt, or harm our website or services.
3. Upload or transmit harmful code, spam, or offensive content.

We reserve the right to restrict or terminate your access if these terms are violated.

3. Intellectual Property

All content on this website, including text, images, logos, videos, graphics, games, digital downloads, and frameworks, is owned or licensed by Play-Based Leadership and The School of Play, unless otherwise stated.

You may download or print materials for **personal or educational use only**, provided that you:

1. Do not alter the content
2. Credit Play-Based Leadership as the source
3. Do not use it for commercial gain without permission

Reproduction or redistribution for commercial purposes is strictly prohibited without written authorisation.

4. Information Accuracy

While we make every effort to ensure the accuracy of information on our website, we do not guarantee that all content is complete, up-to-date, or error-free.

Play-Based Leadership may update or change information, products, and pricing without notice.

The content on this website is intended for general informational and educational purposes only, it does not constitute professional advice. Users are responsible for how they apply the information provided.

5. Links to Other Websites

Our website may include links to third-party sites for additional resources or partner information.

We are not responsible for the content, privacy practices, or accuracy of these external sites. Accessing them is at your own risk.

6. Programs, Bookings, and Digital Products

When booking an event, workshop, or purchasing digital content through our website:

1. You agree to provide accurate, current information during the booking or checkout process.
2. All sales are final unless otherwise stated in writing.

3. Refunds or reschedules may be considered on a case-by-case basis in accordance with Australian Consumer Law.

We reserve the right to cancel or modify programs if necessary, with notice provided to participants.

7. Privacy

Your privacy is important to us.

All personal information collected through this website is handled in accordance with our **Privacy Policy**

By using our website, you consent to the collection and use of information as described there.

8. Limitation of Liability

To the maximum extent permitted by law:

1. Play-Based Leadership and The School of Play are not liable for any loss, damage, or injury (direct or indirect) arising from your use of this website or its content.
2. We make no guarantees that the site will be error-free, uninterrupted, or secure at all times.

Users are responsible for ensuring that any information or services meet their specific needs before use.

9. Changes to These Terms

We may update these Terms of Use occasionally to reflect operational or legal changes.

Updates will be posted on this page with a revised "Last Updated" date. Your continued use of the site after changes are made constitutes your acceptance of the revised terms.