

West Ham United – Independent Supporter Committee

Confidentiality Policy

1. The general principle is that the Independent Supporters Committee (ISC) will be able to raise, discuss, examine, investigate and ask questions about any matter concerning West Ham United FC.

Confidential Information

2. For the ISC to be effective members must respect each other, their views, any collective decisions made and recognise items flagged as confidential.
3. Confidential information will be treated as confidential by the other members of the ISC.
4. Public disclosure of confidential information will be on terms agreed by the ISC.
5. For the purposes of clauses 3 and 4, the meaning of 'confidential information' is as follows:
 - a. Any information given to West Ham United FC on terms which forbid its disclosure to third parties;
 - b. Any information given to West Ham United FC which cannot be disclosed following an order of the court;
 - c. Any information given to West Ham United FC which cannot be disclosed for reasons of contract;
 - d. Personal data relating to any individual or information likely to reveal the identity of an individual within the meaning of the Data Protection Act 1998;
 - e. Information relating to any consultations or negotiations whether contemplated or otherwise in connection with any labour relations matters arising between an employer and an employee as well as employers and employees;
 - f. Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings;
 - g. Information relating to any action take or to be taken in connection with the prevention, investigation or prosecution of crime.

6. Information falling within clause 5 is not confidential information by virtue of that paragraph if it is required to be registered under:
 - a. The Companies Act 1985
 - b. The Friendly Societies Act 1974
 - c. The Friendly Societies Act 1992
 - d. The Industrial and Provident Societies Acts 1965 to 1978
 - e. The Building Societies Act 1986
 - f. The Charities Act 1993

7. Information which falls into clause 6 may be considered confidential if and for as long as in all the circumstances the interest in maintaining the confidentiality of such information outweighs the interest in its disclosure.

Conduct relating to confidential items during meetings

8. If an item appears on the agenda of a meeting during which confidential information will be imparted, this will be brought to the attention of members prior to discussion of that item.

Confidentiality Addendum

Any information shared by Club sources to ISC members or their representatives should be treated as confidential, unless it is indisputable the information has previously been the subject of a prior Club Announcement to or already in the public domain.

If any doubt whatsoever exists that the information in question has not been released, formal written permission from the Club must be received before any such information is shared with any unauthorised third party either verbally or in a written form.

Knowledge is intellectual property and belongs to the Club (or ISC). If it's shared in a discussion it still remains the Club's (or ISC's) property and therefore does not belong to anyone else without the Club's (or ISC's) explicit approval.