COOKIE POLICY

We use cookies to ensure that we give you the best experience on our website by personalising content and remembering your preferences.

This policy is applicable to the following domains:

- training.resourcegroup.co.uk
- employment.resourcegroup.co.uk
- resourcelearning.co.uk
- portal.resourcegroup.co.uk

What are Cookies?

A cookie is a small file of letters and numbers that is downloaded on to your computer when you visit a website. Cookies are used by most websites and do not harm your system. They can do a number of things, such as, remembering your preferences and personal information so you don't have to provide it again.

Cookie types

Necessary/ Essential cookies are absolutely essential for the website to function properly. These cookies ensure basic functionalities and security features of the website, anonymously. Necessary cookies are dropped onto your device when you open the webpage, and do not require consent.

Analytics/Performance cookies are used to understand how visitors interact with the website. These cookies help provide information on metrics such as the number of visitors, bounce rate, traffic source.

Advertising/marketing cookies are cookies that are placed on a user's device by websites or third-party advertisers, and are used to display targeted ads by building a profile of your interests. These cookies also track the effectiveness of marketing and online advertising campaigns.

Functionality cookies are small pieces of data stored on a web browser that help a website function properly by remembering user preferences, language, region, etc. These cookies do not collect or store any personal information.

Other uncategorized cookies are those that are being analysed and have not been classified into a category as yet.

Consent

We need your consent before we can use any cookies apart from those which are essential.

You may alter your consent preferences for all non-essential cookies at any time by:

On the Resource Group & Learning Design Homepages (www.resourcegroup.co.uk & www.resourcelearning.co.uk), you can change your cookie preferences at any time by clicking on the 'Consent Preferences' button at the bottom of the page. You can then select customize your consent preferences by selecting either Enabled or Disabled for each category of cookie. When complete select 'Save My Preferences' or 'Accept All' or 'Reject All'.

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On the employment solutions webpage (www.employment.resourcegroup.co.uk), you can change your cookie preferences at any time by clicking on the icon ⬤ and selecting the 'change your consent' button . You can then adjust the available sliders to 'On' or 'Off', then clicking 'Allow selection', 'Allow all' or 'Deny'.

On the Training Homepage (www.training.resourcegroup.co.uk), you can change your cookie preferences at any time by clicking on the 'Cookie Settings' button at the bottom of the page. You can then select customize your consent preferences by selecting either Enabled or Disabled for each category of cookie. When complete select 'Save & Accept'.

Any selections you make will be saved and you may navigate away from the Cookie Policy.

Contact

This policy may be subject to occasional change, and the latest version will always be published on our websites.

If you require further information regarding cookies, you can send your questions to data@resourcegroup.co.uk and to assist us in processing your request promptly, please use the word *cookies* in the Subject line of the email.

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The types of cookies that we or third parties use on our websites.

Cookie id	Description	Duration	Homepage	Training	Employment	Learning Design	Contractor Portal
Necessary/ Essential							
_GRECAPTCHA	Google. This cookie is set by Google reCAPTCHA, a security service provided by Google. It is used to determine whether a user is a human visitor or a bot trying to spam or abuse the website.	6 Months	x	x	x	x	
rc::a	This cookie is set by the Google recaptcha service to distinguish between humans and bots. This is beneficial for the website, in order to make valid reports on the use of their website.	Persistent		x	x		
rc::b	Google. This cookie is set by the Google recaptcha service to identify bots to protect the website against malicious spam attacks.	session		x	x		
rc::c	Google. This cookie is set by the Google recaptcha service to identify bots to protect the website against malicious spam attacks.	session		x	x		
rc::f	This cookie is set by the Google recaptcha service to identify bots to protect the website against malicious spam attacks.	Persistent		x	x		
viewed_cookie_policy	The GDPR Cookie Consent plugin sets the cookie to store whether or not the user has consented to use cookies. It does not store any personal data.	12 Months	x	x	x		
CookieLaw InfoConsent	This cookie is set by GDPR Cookie Consent plugin. It records the default button state of the corresponding category & the status of California Consumer Privacy Act (CCPA). It works only in coordination with the primary cookie, viewed_cookie_policy.	11 Months	x	x	x	x	
cli_user_preference	This cookie is set by GDPR Cookie Consent plugin. The purpose of this cookie is to store whether or not the user has given consent for cookie usage. It does not store any personal data.	11 Months	x	x		x	
cookielaw info-checkbox-advertisement	This cookie is used to store the user consent for the cookies in the category "Advertisement".	11 Months	x	x		x	
cookielaw info-checkbox-analytics	This cookie is set by GDPR Cookie Consent plugin. The cookie is used to store the user consent for the cookies in the category "Analytics".	11 Months	x	x		x	
cookielaw info-checkbox-functional	The cookie is set by GDPR cookie consent to record the user consent for the cookies in the category "Functional".	11 Months	x	x		x	
cookielaw info-checkbox-necessary	This cookie is set by GDPR Cookie Consent plugin. The cookies is used to store the user consent for the cookies in the category "Necessary"	11 Months	x	x		x	
cookielaw info-checkbox-others	This cookie is set by GDPR Cookie Consent plugin. The cookie is used to store the user consent for the cookies in the category "Other".	11 Months	x			x	
cookielaw info-checkbox-performance	This cookie is set by GDPR Cookie Consent plugin. The cookie is used to store the user consent for the cookies in the category "Performance".	11 Months	x			x	
viewed_cookie_policy	The cookie is set by the GDPR Cookie Consent plugin and is used to store whether or not user has consented to the use of cookies. It does not store any personal data.	11 Months	x	x		x	
CookieConsent	Cookie Consent tracks if the Cookie consent message has been accepted and whether not you have allowed the use of additional Cookies.	12 Months			x		
AEC	These cookies are used to detect spam, fraud, and abuse to help ensure advertisers are not incorrectly charged for fraudulent or otherwise invalid impressions or interactions with ads, and that YouTube creators in the YouTube Partner Program are remunerated fairly.	6 Months	x				
bscookie	LinkedIn. Used for remembering that a logged in user is verified by two factor authentication and has previously logged in	12 Months		x	x		
_Host-krakatoa_session	Identifies the logged in user. A unique session ID is linked to the user so that they are identified while navigating the website. The user is logged out when the cookie expires.	Session			x		
ARRAffinity	ARRAffinity cookie is set by Azure app service, and allows the service to choose the right instance established by a user to deliver subsequent requests made by that user.	Session					x
ARRAffinitySameSite	This cookie is set by Windows Azure cloud, and is used for load balancing to make sure the visitor page requests are routed to the same server in any browsing session..	Session					x
Analytics/Performance/Statistics							
google_cid	Google. Registers statistical data on users' behaviour on the website. Used for internal analytics by the website operator.	Session			x		
NRBA_SESSION	Collects data on the user's navigation and behavior on the website. This is used to compile statistical reports and heatmaps for the website owner	Persistent			x		
Advertising/ Marketing							
_fbp	Meta Platforms, Inc. Used by Facebook to deliver a series of advertisement products such as real time bidding from third party advertisers.	3 Months	x	x	x		x
lastExternalReferrer	Meta Platforms, Inc. Detects how the user reached the website by registering their last URL-address.	Persistent			x		
lastExternalReferrerTime	Meta Platforms, Inc. Detects how the user reached the website by registering their last URL-address.	Persistent			x		
AnalyticsSyncHistory	Linkedin set this cookie to store information about the time a sync took place with the lms_analytics cookie.	1 Month		x	x		
bcookie	LinkedIn. Browser Identifier cookie to uniquely identify devices accessing LinkedIn to detect abuse on the platform	12 Months		x	x		
bscookie	LinkedIn. LinkedIn sets this cookie to store performed actions on the website.	12 Months		x			
li_sugr	LinkedIn. Used to make a probabilistic match of a user's identity for personalised advertising	3 Months		x	x		
collect	Google Analytics. Used to send data to Google Analytics about the visitor's device and behavior. Tracks the visitor across devices and marketing channels.	session	x	x	x		
_gcl_au	Google Analytics. Used by Google AdSense to understand user interaction with the website by generating analytical data.	3 Months	x	x	x		
_ga	Google Analytics. The main cookie used by Google Analytics, enables the service to distinguish one visitor from another and lasts for 2 years. Any site that implements Google Analytics, including Google services, uses the '_ga' cookie. Each '_ga' cookie is unique to the specific property, so it cannot be used to track a given user or browser across unrelated websites	24 Months	x	x	x	x	x
_ga_*	Google Analytics. A variation of the _gat cookie set by Google Analytics and Google Tag Manager to allow website owners to track visitor behaviour and measure site performance. The pattern element in the name contains the unique identity number* of website	24 Months	x	x	x	x	x
_gat	Google Analytics.Used by Google Analytics to throttle request rate. (limit the collection of data on high traffic sites)	1 Day	x		x		
_gid	Google Analytics.Registers a unique ID that is used to generate statistical data on how the visitor uses the website.	1 Day	x		x	x	x
Functionality							
li_gc	Linkedin set this cookie for storing visitor's consent regarding using cookies for non-essential purposes.	6 Months		x	x		
lidc	LinkedIn sets the lidc cookie to facilitate data center selection.	1 Day		x	x		
UserMatchHistory	LinkedIn sets this cookie for LinkedIn Ads ID syncing.	1 Month		x	x		
NID	Google. These cookies are used to remember your preferences and other information, such as your preferred language, how many results you prefer to have shown on a search results page (for example, 10 or 20), and whether you want to have Google's SafeSearch filter turned on	6 Months	x	x			
SOCS	Google. These cookies store a user's state regarding their cookies choices.	13 Months	x	x			
Other							
intercom-device-id-*	Used by Intercom Messenger to store identifier for each unique device that interacts with the Messenger. Intercom uses this cookie to determine the unique devices interacting with the Intercom Messenger to prevent abuse.	9 Months	x	x	x		x
intercom-session-*	Used by Intercom Messenger to store identifier for each unique browser session and is used to keep track of sessions.	6 Days	x	x	x		x
myTimestamp	Unclassified cookies are cookies that we are in the process of classifying, together with the providers of individual cookies.	Persistent			x		

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