

Cookie policy

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A cookie is a small text file a website asks your browser to store. This site uses as few as it can get away with. We set no advertising cookies, no tracking pixels and no third party analytics, so there is nothing here to sell your browsing to anyone.

Cookies this site can set

Name | Purpose | Type | Expires

huk_session | Keeps an employer signed in to their dashboard, adverts and applications. Set only when you sign in. | Strictly necessary | 30 days

huk_candidate | Keeps a candidate signed in to their own CV and saved jobs. Set only when you sign in as a candidate, and never when you simply apply for a job. | Strictly necessary | 30 days

huk_admin | Keeps a member of the HIRING UK team signed in to the administration area. Never set on a visitor's browser. | Strictly necessary | 12 hours

huk_consent | Remembers the cookie choice you made, so we do not ask again on every page. It holds only your answer, nothing about you. | Strictly necessary | 12 months

All four are first party cookies, set by this website only, and all four are strictly necessary: under the Privacy and Electronic Communications Regulations they do not require consent, because without them the service you asked for cannot work. That is also why the banner explains rather than asks: there is no non-essential cookie here to opt in or out of.

What we do not use

- No Google Analytics or similar third party analytics.
- No advertising, retargeting or social media tracking pixels.
- No cross site profiling, and no sale of browsing behaviour.
- No fingerprinting or local storage used as a substitute for cookies.

Controlling cookies

You can delete or block cookies in your browser settings: Chrome, Edge, Firefox and Safari all have a privacy section that lists stored cookies and lets you remove them. If you block the cookies above you can still search jobs, apply and upload a CV, but employer sign in will not work, because the browser cannot remember that you signed in.

The choice we show you

When you first arrive, a panel in the middle of the screen asks what you are happy with, before you go any further. It lists four categories, three of which are off unless you switch them on:

These four categories are exactly the four switches in the cookie panel on this site, with the same names and the same explanations. If the panel and this page ever disagree, the panel is wrong and we want to know:

hello@hiringuk.co.uk.

Category | What it covers | Default

Strictly necessary | Signing in, security, and remembering your cookie choice. The three cookies in the table above. | Always on, and consent is not required for it under PECR

Preferences | Remembering things like your last search between visits. | Off

Statistics | Counting visits to see which pages help people. | Off, and we run none today

Marketing | Advertising and profiling. | Off, and we do not intend to use it

Your answer is stored in the huk_consent cookie for 12 months, and you can change it any time from the "Cookie settings" link at the bottom of every page. Refusing everything optional costs you nothing: the whole site works either way, and no content is hidden behind a cookie.

Categories, and why ours is a short list

Cookie policies usually split cookies into strictly necessary, functional, analytics or performance, and advertising or targeting. Only the first category can be set without consent. This site sets nothing outside that first category, which is why there is no consent banner with an accept and reject choice: there would be nothing to reject. The banner you see is an information notice, and dismissing it only records that you have seen it.

How we count visits without cookies

We do measure the site, and we do it without a cookie and without a third party. The server records which page was requested, on which day, and which site sent the visitor, and adds them up. Nothing is stored against a person, nothing follows you to another website, and there is no identifier to opt out of. That is why the statistics category in the panel is off and still empty: we have not needed it.

Server logs

Separately from cookies, our servers keep standard request logs (page requested, time, browser type, IP address) for 90 days for security and troubleshooting. See the privacy notice.

Changes

If we ever add a non-essential cookie, we will add a proper consent banner with a genuine reject option, and it will be off until you accept it. Until then, this page lists everything.