

Disclaimer

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This page says plainly what we are responsible for and what we are not. It sits alongside the website terms of use and the employer terms of business, and nothing here removes a right you have by law.

1. Adverts are written by employers, not by us

Every job advert on this site is written and published by the employer or recruitment business named on it, on their instruction and at their risk. We check adverts against our rules and remove those that break them, but we cannot verify every claim about pay, hours, duties or the employer's identity. Treat an advert as an invitation to apply, not as an offer or a guarantee of anything.

We do not screen employers, vet candidates, take references, confirm qualifications, or check anybody's right to work. Those checks belong to the two parties, and our terms set out who should do what.

2. We do not promise you a job, or an applicant

Nothing on this site is a promise of employment to a candidate or of applications to an employer. How an advert performs depends on the pay, the location, the role and the market on the day. Where we say we will rewrite an advert and run it again free if it gets no applications, that is exactly what it says: a rewrite and a re-run, not a guarantee of a result.

3. Advice on this site is general information

Our advice section and our blog are written to be genuinely useful, and they are still only general information about the UK job market. They are not legal advice, employment advice, tax advice or financial advice, and they are not a substitute for advice about your own situation.

Rates, thresholds and rules change, usually every April. We say where a figure is set annually and point to GOV.UK rather than quoting a number that will date, but if a decision turns on the exact figure, check the official source. For employment rights, ACAS gives free advice on 0300 123 1100. For tax, use HMRC. For anything contentious, use a solicitor.

4. What happens after you apply is between you and the employer

When you apply, your application and CV go to that employer. They decide whether to reply, whether to interview you and whether to make an offer. We are not part of that decision, we cannot make an employer respond, and we are not responsible for what an employer does with your application once they have it. They hold their own copy as an independent controller, as the candidate data policy explains.

If an employer behaves badly, tell us. We remove adverts and close accounts for it, and we would rather hear about it than not: report an advert.

5. Scams, and what we will never do

No legitimate employer asks you to pay to apply, to pay for training or equipment before you start, to send bank details before an offer, or to hand over identity documents before an interview. Neither will we: HIRING UK never charges a work seeker a penny, for anything. If you receive a message claiming to be from us asking for payment or bank details, it is not from us. Forward it to hello@hiringuk.co.uk and, if money has changed hands, report it to Action Fraud on 0300 123 2040.

6. Links to other websites

Where we link to another site, including an employer's own site or a government page, we do not control what is on it and we are not responsible for it. A link is not an endorsement.

7. Availability and accuracy

We work to keep the site up, accurate and current, and we do not guarantee it will be uninterrupted or error free. We may change or withdraw features. Where a paid advert is affected by a prolonged outage that is our fault, we extend it by the time it was down, as the terms of business say.

8. Limits, and what cannot be limited

Our liability is set out in the website terms and the terms of business. Nothing anywhere on this site excludes or limits liability for death or personal injury caused by our negligence, for fraud or fraudulent misrepresentation, or for anything else that cannot lawfully be excluded. If you use this site as a consumer rather than for a business, your statutory rights are unaffected.

9. Telling us about a problem

If something on this site is wrong, out of date or unfair, tell us at hello@hiringuk.co.uk and we will look at it properly. That is a genuine offer, not a formality: most of what is on these pages exists because it should, not because a template said so.