

Website terms of use

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These terms apply to everybody who uses this website. By using it you accept them. If you do not accept them, please do not use the site.

Who you are dealing with

These terms are an agreement between you and HIRINGUK LTD, a company registered in England and Wales, company number 17414012, registered office 270 Slade Road, Birmingham, England, B23 7LX.

That is the party you are contracting with, the party responsible to you, and the party to write to if you ever need to send a formal notice or start a claim. HIRING UK is a trading name, not the contracting party. We put this first because a set of terms that never names a legal entity is a set of terms nobody can enforce, and you should know who is on the other side before you read the rest.

Everyday questions: hello@hiringuk.co.uk. Data protection: dpo@hiringuk.co.uk. Formal notices: by post to the registered office above.

1. What this site is

This website is an advertising platform. We publish job adverts placed by employers, and candidates apply to those adverts directly. We never sell access to candidate data, and no advertiser can search for candidates here. What we sell through this site is advertising, not placement: through this site we do not introduce candidates for a placement fee, we do not supply workers, and we are not a party to any contract of employment that results. Where HIRINGUK LTD separately provides recruitment agency or employment business services to a client, those are governed by their own written agreement and by the Conduct of Employment Agencies and Employment Businesses Regulations 2003, not by these website terms. Whichever applies, a work seeker is never charged a fee.

2. Adverts are the advertiser's responsibility

Employers write their own adverts and are responsible for their accuracy and legality. We check adverts for obvious breaches of our rules, but we cannot verify every claim about salary, hours or the employer's identity. Treat an advert as an invitation to apply, not as a contractual offer.

1a. When we act as a recruitment agency

HIRINGUK LTD does two things. This website is an advertising platform, and separately the company acts as an employment agency and employment business, finding people permanent and temporary work directly. When we do that we are covered by the Employment Agencies Act 1973 and the Conduct of Employment Agencies and Employment Businesses Regulations 2003, and we follow them:

- We never charge a work seeker a fee for finding or seeking to find them work. Not a registration fee, not an admin fee, not a training or equipment charge, not now, not ever.
- We tell you, before you agree to anything, whether we are acting as an employment agency (permanent work with the hirer employing you) or an employment business (temporary work where we or an umbrella pay you), together with the type of work, the location, the hours, the rate, the length of the assignment and any qualifications or checks the role needs.
- We do not put you forward to any employer without speaking to you first and getting your agreement to that specific role.
- We keep the records the Regulations require, and we handle your data as set out in the privacy notice.
- If something goes wrong, our complaints procedure applies, and you can also go to the Fair Work Agency, which took over from the Employment Agency Standards Inspectorate in April 2026.

Nothing on this website obliges you to use that service, and using this website does not put you on any list. A CV is kept for our own recruitment only where you ticked the box asking us to, which is explained on keeping your CV on file.

2a. What we do not do, and what you should check

Because this site is a place to advertise rather than an introduction service, there are things we do not do and you should not assume. We do not vet employers or candidates, verify qualifications, take references, confirm anybody's identity or right to work, assess whether a role is suitable or safe, or arrange accommodation or transport.

If you are applying: check who the employer really is, the start date, how long the work lasts, the hours, the location, the pay and how it is paid, any health and safety risks, and what qualifications or checks the role needs. Never pay to get a job, and never hand over bank details or identity documents before a genuine offer.

If you are hiring: you remain responsible for identity and right to work checks, for qualification checks, for references, and for a DBS check where the role involves vulnerable adults or children. Our shortlisting guide explains how, and for professional roles two references and a check of the register are the minimum.

3. Your account

Keep your password to yourself and tell us at once if you think somebody else has used it. You are responsible for everything done through your account. One account is for one organisation: do not resell or share access.

2b. Keeping you safe from illegal content

People can post adverts and send applications here, so this is a user to user service and we take the duties in the Online Safety Act 2023 seriously. In practice that means:

- We assess the risk. The realistic risks on a job board are recruitment fraud, adverts that charge work seekers a fee, human trafficking and labour exploitation, and adverts designed to harvest identity documents. We keep a written assessment of those risks and review it when the service changes.
- We check adverts. Every advert is looked at when it is published and whenever somebody reports it. We remove illegal content as soon as we are aware of it, and suspend the account behind it.
- We make reporting easy. Anybody, user or not, can report an advert in thirty seconds, anonymously if they prefer. Reports are read the same working day.
- We tell you what we did. If you gave us a way to reply we tell you the outcome. If you think we got a decision wrong, about your advert or about your report, say so and a different person reviews it.
- We work with the authorities. Suspected fraud goes to Action Fraud, suspected exploitation to the Fair Work Agency or the police, and we preserve what we hold.
- This is not a service for children. The minimum age is 16, the content is job adverts, and we do not target or design for under 18s.

3a. Age: 16 and over only

You must be at least 16 to use this site or to apply for a job through it. If you are under 16, this is not the right place to look for work: speak to your school, college or a careers adviser about age appropriate options. If we find an account or an application belongs to somebody under 16, we close it and delete the data.

Employer accounts may only be opened by somebody aged 18 or over who is authorised to act for the organisation. Employers advertising work for 16 and 17 year olds remain responsible for the law on young workers, including hours, rest breaks and prohibited work.

4. What you upload

You keep ownership of what you upload. You give us a licence to store it and to display it on this site for the purposes described in the privacy notice. You confirm that you are entitled to upload it, that it is accurate, and that

it does not infringe anybody else's rights.

5. Availability

We aim to keep the site available at all times but we do not guarantee it. We may suspend it for maintenance, and we may change or withdraw features. Where a paid advert is affected by a long outage that is our fault, we extend the advert by the time it was down.

6. Intellectual property

The HIRING UK name, logo, site design and copy belong to us. You may not copy or reuse them without permission, other than the logo files on our brand page, used as described there. You may not scrape, harvest or bulk copy adverts or candidate data by any automated means.

6a. Your responsibility to us

If you place an advert or upload content and it turns out to be unlawful, misleading, discriminatory or an infringement of somebody else's rights, you are responsible for the consequences, including any claim, fine or reasonable cost we incur as a result. That is not a trap for honest mistakes: we will always ask you to correct something first where correction is possible.

6b. Automated access

Do not scrape, harvest, index or bulk copy adverts, candidate profiles or any other content by automated means, and do not use this site to build a competing database. Ordinary search engine crawling within our robots.txt is welcome, and we will happily discuss a data feed if you have a legitimate use for one.

7. Liability

We do not exclude liability for death or personal injury caused by our negligence, for fraud, or for anything else that cannot lawfully be excluded. Otherwise we are not liable for indirect or consequential loss, loss of profit, loss of business, or loss arising from a hiring decision, an application, or reliance on an advert. For paid services, our total liability is limited to the fees you paid us in the 12 months before the claim.

6c. Job alerts, and what an email can and cannot be

If you ask for job alerts we send them, at most one a week, matching the search you set up, and every one carries a one click unsubscribe.

What we cannot promise is delivery. Once an email leaves us it is handled by your provider, and whether it arrives in an inbox, a promotions tab, a spam folder or an hour late is decided there rather than here. We are not responsible for a job you did not see because an email was filtered or delayed, and no alert service anywhere can honestly say otherwise. The board itself is always current, so if a role matters to you, look rather than wait.

An alert is also not a reservation. A job you are emailed about may already have had fifty applications by the time you open it, and we have no way to hold one for you.

7a. What we do stand behind

Every set of website terms we have read, including the ones we read to write these, is a list of things a company will not be responsible for. So here is the short list of things we will be, and what happens if we get one of them wrong. It is deliberately short, because a promise you cannot keep is worse than no promise.

- Every advert on this site states the pay. Not most of them. If you find a live advert here with no pay figure on it, that is our failure and not a judgement call: tell us and we will take it down the same day.
- An application goes to the one employer whose advert it answered. It is not copied to a second advertiser, it is not added to a searchable database, and it is not sold. There is no database for it to be added to.

- We do not run third party tracking scripts. You can verify that yourself with the developer tools in your browser, and we would rather you did than took our word for it.
- Our published prices are the prices. The same for a first time advertiser as for anybody else. There is no rate that depends on how badly you need somebody.
- If an advert closes with no decision recorded, we tell the applicant so ourselves. We cannot make an employer reply. We can stop somebody waiting for a reply that was never coming, and that part is on us.
- Every contract we would ask you to sign is published before you sign it. Nothing is produced after the fact.

If we break one of these on a paid advert, tell us and you choose: the advert runs again free, or we refund it. You do not have to argue that you lost anything, because that is not the point of the promise.

7b. Changing these terms

We may need to change these terms. When we do, the version number and the date change with them, and what changed is written underneath this page in plain English. That history is the notice: you can see what these terms said before and when it moved.

If a change materially affects a paid advert already running, the terms you bought under are the terms that apply to it. We do not apply a new term backwards to something you have already paid for.

8. Ending your use

You can stop using the site at any time and ask us to close your account. We can suspend or close an account that breaks these terms, the acceptable use rules or the law.

8a. Your statutory rights

Nothing in these terms takes away a right you have by law. If you are using this site as a consumer rather than for a business, the Consumer Rights Act 2015 applies to you whatever these terms say, any term a court would find unfair is not binding on you, and your right to bring a claim in the courts of the part of the United Kingdom you live in is unaffected. If you think any term here is unfair, tell us at hello@hiringuk.co.uk: we would rather rewrite it than defend it.

9. Law

These terms are governed by the law of England and Wales, and the courts of England and Wales have exclusive jurisdiction. If any part of them is found unenforceable, the rest still applies.

10. Contact

Questions about these terms: hello@hiringuk.co.uk.