



## Website Terms of Use

These Terms of Use ("Terms") set out the rules that apply to your use of our website at [www.trust-education.co.uk](http://www.trust-education.co.uk) (the "Site") and any related content, functionality or services made available through it.

By accessing or using our Site, you agree to be bound by these Terms. If you do not agree to these Terms, you must not use our Site.

### 1. Who we are

The Site is operated by Trust Education Limited ("Trust Education", "we", "us", "our").

Trust Education Limited is a company registered in England and Wales. Our registered office address and company details are available on the Site.

You can contact us using the contact details shown on the Site.

### 2. What these Terms cover

These Terms apply to your use of the Site only. They do not govern the contractual relationship between Trust Education and:

- candidates who register with us; or
- schools/clients who use our recruitment services.

Our services to candidates and clients are subject to separate Terms of Business / Terms of Engagement, which we will provide when you register with us or engage our services.

You should also read our:

- Privacy Notice – which explains how we use your personal data; and
- Cookies Policy – which explains how we use cookies and similar technologies on the Site.

### 3. Who may use our Site

Our Site is intended primarily for individuals and organisations in the United Kingdom who are interested in education recruitment.

By using the Site, you confirm that you are at least 16 years old and that you will comply with these Terms and with all applicable laws and regulations.

If you are using the Site on behalf of an organisation (for example, a school or multi-academy trust), you confirm that you are authorised to accept these Terms on its behalf.

### 4. Accessing the Site

We do not guarantee that the Site, or any content on it, will always be available or be uninterrupted, or that it will be free from errors, omissions or inaccuracies.

We may suspend, withdraw, discontinue or change all or any part of the Site without notice. We will not be liable to you if, for any reason, the Site is unavailable at any time or for any period.

You are responsible for making all arrangements necessary for you to access the Site and for ensuring that all people who access the Site through your internet connection are aware of these Terms and comply with them.

### 5. Your use of the Site

You must not use the Site:

- in any way that breaches any applicable local, national or international law or regulation;
- in any way that is unlawful or fraudulent, or has any unlawful or fraudulent purpose or effect;
- for the purpose of harming or attempting to harm any person, and in particular any child or vulnerable person, in any way;
- to bully, insult, intimidate or humiliate any person;
- to send, knowingly receive, upload, download, use or re-use any material which is defamatory, obscene, offensive, hateful or inflammatory; promotes violence, discrimination or illegal activity; infringes any intellectual property rights; or breaches any legal duty owed to a third party (such as a duty of confidence);
- to transmit, or procure the sending of, any unsolicited or unauthorised advertising or promotional material (spam); or
- knowingly to transmit any data, send or upload any material that contains viruses, trojans, worms, logic bombs, keyloggers, spyware, adware or any other harmful programs or similar computer code designed to adversely affect the operation of any computer software or hardware.

We reserve the right to restrict, suspend, or terminate your access to the Site if we reasonably believe that you have breached these Terms.

## 6. Accounts, registration, and security

Some areas of the Site may require you to create an account (for example, to apply for jobs, upload a CV or manage bookings).

Where you choose, or you are provided with, a user ID, password or any other piece of information as part of our security procedures, you must treat such information as confidential and you must not disclose it to any third party.

You must notify us promptly if you know or suspect that anyone else knows your login details.

We may disable any user ID or password at any time if, in our reasonable opinion, you have failed to comply with any of these Terms, or we need to protect the security of the Site or other users.

## 7. Job adverts and recruitment information

The Site may display job adverts and assignments, information about schools and other organisations, and articles or other resources about working in education or using our services.

While we aim to keep this information accurate and up to date:

- job adverts may be withdrawn, filled or changed at short notice, and we do not guarantee that any vacancy displayed on the Site will still be available when you apply;
- any salary, rate of pay, working hours and other terms are indicative only and may be subject to change or negotiation; and
- guidance or articles on the Site are provided for information only and must not be relied on as legal, financial or professional advice.

Nothing on the Site constitutes an offer of employment or engagement by Trust Education or a binding commitment to find you work or to fill a role for a client.

## 8. Intellectual property rights

Unless otherwise stated, Trust Education (or our licensors) owns all intellectual property rights in the Site and in the content published on it, including text, logos, graphics, images, job adverts, video, audio, and the underlying software. Those works are protected by copyright, trademark and other intellectual property laws and treaties around the world. All such rights are reserved.

You may view pages from the Site in your browser, download extracts for caching or personal viewing, and print or download a reasonable number of pages for your personal use or for internal business use within your organisation, provided that you do not modify the copies you have made, do not use any illustrations, photographs, video or audio separately from the accompanying text, and always acknowledge Trust Education (and any identified contributors) as the source of the content.

You must not use any part of the content on the Site for commercial purposes (including the creation of competing services or databases) without obtaining a licence from us or our licensors.

If you print, copy or download any part of the Site in breach of these Terms, your right to use the Site will cease immediately and you must, at our option, return or destroy any copies of the materials you have made.

## **9. Trademarks and branding**

The Trust Education name and logo are trademarks of Trust Education Limited. Other names, logos and brands mentioned on the Site may be trademarks of their respective owners.

You must not use any trademarks displayed on the Site without our prior written permission or in any way that suggests any association, approval or endorsement by us where none exists.

## **10. Third-party websites and resources**

The Site may contain links to third-party websites, resources, or services. These links are provided for your information only. We have no control over the content, policies or practices of those third-party sites or resources, and we do not endorse them or make any representations about them.

We are not responsible or liable for any loss or damage that may arise from your use of them. We encourage you to read the terms and privacy notices of any third-party websites or services you visit.

## **11. Data protection and privacy**

We are committed to protecting your personal data and respecting your privacy.

Our Privacy Notice, which is available on the Site, explains what personal data we collect about you, how and why we use it, the legal bases on which we process it and your rights under applicable data protection laws.

By using the Site, you acknowledge that we will process your personal data in accordance with our Privacy Notice.

## **12. Cookies**

Our Cookies Policy, which is available on the Site, explains what cookies and similar technologies we use and how you can manage your cookie preferences.

Where required by law, we will obtain your consent before placing non-essential cookies on your device.