

## Full Terms and Conditions for use of the Skills Dating Net Ltd website.

**If you're looking for information about how to get your details removed from Skills dating, please refer to our FAQs.**

Skills Dating Specialist Recruitment Limited (“Skills Dating”, “we” or “us”) provides you access to [skillsdating.co.uk](https://www.skillsdating.co.uk) and other Skills Dating websites (the “Site”) in order to help you at every stage of the recruitment process and offer you other specialist services. Please read these Terms of Use carefully before using the Site. Using the site indicates that you accept these Terms of Use regardless of whether you choose to register with us. If you do not accept these terms, do not use the Site.

Where Skills Dating introduces by telephone, postal mail, or electronic mail any candidate for a temporary assignment or employment with our hiring clients the introductions shall be subject to our standard Terms of Business as applicable. We will provide all our hiring clients with a copy of the standard Terms of Business applicable to them at the point of registration or following registration. These Terms of Use are in addition to and not in substitution for our standard Terms of Business. Candidates seeking work as temporary workers will be required to sign our standard Terms of Assignment. These Terms of Use are in addition to and not in substitution for our standard Terms of Assignment.

### Your use of this Site

You may access most areas of the Site without registering your details with us. Certain areas of the site are only open to you if you register by accessing any part of the Site, you shall be deemed to have accepted these Terms of Use in full. If you do not accept these Terms of Use in full, you must leave this Site immediately.

You will not use the Site for any of the following purposes:

To post or transmit any material for which you have not obtained all necessary licenses and/or approvals.

To post or transmit on the Site inaccurate, incomplete, or false information (including in the case of candidates, biographical information about yourself and/or information about your ability to work in the United Kingdom or elsewhere)

To post or transmit on the Site any libelous, abusive, threatening, harmful, vulgar, obscene, or otherwise objectionable material.

To post or transmit on the Site any material which contains any virus or other disabling devices which interferes or may interfere with the operation of the Site; or which alters or deletes any information which you have no authority to alter or delete; or which overloads the Site by spamming or flooding it.

To use any device, routine, or software to crash, delay, or otherwise damage the operation of this Site.

To take any action that affects Skills Dating's reputation or that defames, abuses, harasses, or threatens others.

To encourage conduct that would be considered a criminal offense, give rise to civil liability, or otherwise be contrary to the law; or carry out such conduct yourself.

Skills Dating in its sole discretion shall determine your compliance with the above and shall have the right to prevent you from using the Site and/or to delete from the Site immediately and without prior notice any material that it deems not to comply or to be objectionable for any reason. Skills Dating shall cooperate fully with any law enforcement authorities or court order requesting or directing Skills Dating to disclose the identity or locate anyone posting any material in breach of the above.

As the services on the Site are made available to users and employers immediately, you do not enjoy any cancellation or “cooling-off” rights in relation to these Terms of Use.

### **Links to or from other websites**

As a convenience to users, this Site contains links to external websites and you may be offered several automatic links to other sites, which may interest you. We accept no responsibility for or liability in respect of the content of those third-party sites. Skills Dating has not reviewed or approved such sites and does not control and is not responsible for those sites or their content. Skills Dating does not guarantee that any links to such sites work or are up to date. Skills Dating does not endorse or make any representations about those sites and the use of any such links is entirely at your own risk. Any third parties wishing to link to our Site may do so provided links are to the home page only of the Site and provided we are notified in advance by email to [admin@skillsdating.co.uk](mailto:admin@skillsdating.co.uk) Skills Dating reserves the right to refuse to allow third parties to link to our Site and shall not be required to give any explanation for such refusal or for withdrawal of previously granted permission.

### **Security and passwords**

When you register with this site or log in when you visit the Site, you will need to use a username and password. You are solely responsible for the security and proper use of the password, which should always be kept confidential and not disclosed to anyone. You must notify us immediately if you believe that your password is in the possession of someone else or if it may be used in an unauthorized way. We accept no liability for any unauthorized or improper use or disclosure of any password.

### **Aggregate information**

We may gather information and statistics collectively about all visitors to this Site which may include the information supplied by you which will help us to understand our users, thereby creating a better recruitment process. We will not disclose individual names or identifying information. All data will be in aggregate form only. We believe this information helps us determine what is most beneficial for our users and how we can continually improve our online service. We may share this kind of aggregate data with selected third

parties to assist with these purposes. Personal data is processed by us in accordance with our Privacy Policy.

## **Intellectual property rights**

Unless otherwise stated, the copyright and other intellectual property rights in all material on this Site (including without limitation photographs and graphical images) are owned by Hays Specialist Recruitment Limited or its licensors. You may not download, copy or print any of the pages of the Site except for your own personal use, provided you keep intact all copyright and proprietary notices. No copying or distribution for any business or commercial use is allowed. No framing, harvesting, “scraping” or other manipulation of the content of the Site is permitted. You will not attempt to decipher, disassemble, reverse engineer, or modify any of the software, coding, or information comprised in the Site; nor will you post to the Site any material which infringes any intellectual property rights of any third party.

## **Changes to or temporary unavailability of this Site**

Every effort is made to keep the Site up and running smoothly and fault-free. However, Skills Dating takes no responsibility for, and will not be liable for, the Site being temporarily unavailable for reasons of maintenance/improvement, or due to technical issues beyond our control. We may change, suspend, or discontinue any aspect of the Site at any time, including the availability of any of the Site features, databases, or content. Skills Dating may amend these Terms of Use at any time by posting amended Terms of Use to the Site. You will be deemed to have agreed to the amended Terms of Use when you next use this Site following any amendment.

## **Termination**

We may at our absolute discretion deny you access to this Site (which may include any of the services or information available through it) or any part of it at any time without explanation.

## **Liability and Disclaimer**

The information contained on this Site including any salary information or surveys is given in good faith and Hays uses all reasonable efforts to ensure that it is accurate. However, Skills Dating gives no representation or warranty in respect of such information and all such representations and warranties, whether express or implied, are excluded.

No liability is accepted by Hays for any loss or damage which may arise from any person relying on or using any information on this Site. Skills Dating shall not be liable to any person relying on or using any such information for (a) loss of revenue, loss of actual or anticipated salary; loss of actual or anticipated profits whether arising in the normal course of business or otherwise (including, without limitation, loss of profits on contracts); loss of or damage to employment prospects; loss of opportunity; loss of the use of money; loss of anticipated savings; loss of business; loss of goodwill; loss of or damage to reputation; loss of or corruption to data; loss of management or administration time, legal and other professional

fees and expenses; or (b) any indirect or consequential loss or damages however caused (including without limitation by reason of misrepresentation, negligence, other tort, breach of contract or breach of statutory duty) which arise directly or indirectly from the subject matter of this Site. However, nothing in the above shall limit or exclude Skills Dating's liability for fraud or for death or personal injury caused by negligence, or to the extent otherwise not permitted by law.

You agree fully to indemnify us and keep us fully indemnified against all costs, expenses, claims, losses, liabilities, or proceedings arising from the use or misuse by you of this Site.

We do not guarantee that any employer or client will ask for a candidate's information, will interview or hire a candidate, or that any candidate will be available or will meet the needs of any employer or client. We make no representation or warranty as to the final terms and duration of any appointment obtained through this Site. Whilst we take all reasonable endeavors to ensure it is the case, we do not guarantee that any employer or client will keep confidential any candidate information or data provided to them.

If any provision of these terms and conditions is held to be invalid by a court of competent jurisdiction, such invalidity shall not affect the validity of the remaining provisions, which shall remain in full force and effect.

Your use of the Site and downloads from it, and the operation of these terms and conditions shall be governed in accordance with the laws of England and Wales. The English courts shall have exclusive jurisdiction over any dispute arising out of the use of this website.

**skillsdating.co.uk is the website for Skills Dating Specialist Recruitment Ltd, a company registered in England and Wales, registered number 14871759 whose registered office is 22 Addiscombe Road Croydon CR0 5PE. In case of any query regarding the information on this website, please contact [admin@skillsdating.co.uk](mailto:admin@skillsdating.co.uk)**

**\*Please note**, this address is only for the purposes mentioned herein, and no CVs or speculative applications that are sent to this email address will be considered. To register your interest as a job seeker with Skills Dating, search and apply for specific jobs, or use our Office Locator to find and contact your nearest Skills Dating office.