

Website Terms of Use

The terms governing your use of the CalmHire website

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1. Introduction

These Website Terms of Use ('Terms') govern your access to and use of www.calmhire.com ('the Website'). The Website is operated by Sabrina Jessop, trading as CalmHire, a specialist HR recruitment consultancy based in Banbury, Oxfordshire and registered with the Information Commissioner's Office (ICO – ZC132447).

By accessing or using the Website, you agree to be bound by these Terms. If you do not accept these Terms, please do not use the Website.

These Terms govern your use of the Website only. Recruitment services provided by CalmHire to client organisations are governed by a separate Terms of Business agreed in writing on a per-engagement basis.

2. Permitted Use of the Website

Permitted Use

You are permitted to use the Website to:

- Browse information about CalmHire's services
- Contact CalmHire via the contact form or published email address
- Submit your CV or professional details for consideration
- Download or share content where expressly permitted

Prohibited Use

You must not:

- Use the Website for any unlawful, fraudulent or harmful purpose
- Copy, reproduce, scrape, republish or redistribute any content from the Website without prior written permission
- Attempt to gain unauthorised access to the Website, its servers or any connected systems
- Introduce viruses, malware or any other harmful code
- Use automated systems (bots, crawlers, scrapers) to extract data from the Website
- Misrepresent your identity or submit false information

3. Intellectual Property

All content on the Website — including text, graphics, logos, the CalmHire name, branding, page layout, and any downloadable resources — is the property of Sabrina Jessop trading as CalmHire and is protected by UK and international copyright and trade mark law.

You may view and print individual pages for your personal, non-commercial use. Any other use, including reproduction, modification, distribution or commercial exploitation, requires prior written permission from CalmHire.

4. Submitting Information to Us

If you submit a CV, enquiry or any other information through the Website, you confirm that:

- The information you provide is accurate, current and complete
 - You have the right to share that information with CalmHire
 - You are not in breach of any obligation to a current or former employer in doing so
- How CalmHire handles personal data submitted through the Website is set out in our **Privacy Policy**, available at www.calmhire.com.

5. No Guarantee of Placement or Representation

Browsing the Website, contacting CalmHire, or submitting your CV does not:

- Create any contract or agency relationship between you and CalmHire
- Oblige CalmHire to represent you, introduce you to clients, or shortlist you for any role
- Guarantee an interview, offer or placement
- Constitute the provision of recruitment services, which are governed by separate written agreements with client organisations

CalmHire reserves the right to decline to represent any candidate or to engage with any enquiry at its sole discretion.

6. Third-Party Links

The Website may contain links to third-party websites — for example, LinkedIn, job boards or professional bodies. These links are provided for your convenience only. CalmHire does not control and is not responsible for the content, accuracy, availability or privacy practices of any third-party website. Linking to a third-party site does not constitute endorsement.

7. Website Availability and Changes

CalmHire takes reasonable steps to keep the Website available and up to date, but does not guarantee uninterrupted access. The Website may be unavailable from time to time for maintenance, updates or reasons beyond CalmHire's control.

CalmHire may modify, suspend or withdraw any part of the Website at any time without notice.

8. Limitation of Liability

The Website and its content are provided on an 'as is' and 'as available' basis. While CalmHire takes reasonable care to ensure the information on the Website is accurate, no warranty is given

that it is complete, error-free or up to date.

To the fullest extent permitted by law, CalmHire shall not be liable for any loss or damage (including indirect, consequential or economic loss) arising from your use of, or inability to use, the Website or any content on it.

Nothing in these Terms excludes or limits liability for death or personal injury caused by negligence, for fraud or fraudulent misrepresentation, or for any other liability that cannot be excluded under English law.

9. Privacy and Cookies

Use of the Website is also governed by our Privacy Policy, which explains how we collect, use and protect personal data, and our use of cookies. The current Privacy Policy is always available at www.calmhire.com.

10. Changes to These Terms

CalmHire may update these Terms from time to time. The most recent version will always be available on the Website with an updated 'Last updated' date. Continued use of the Website after changes are posted constitutes acceptance of the revised Terms.

11. Governing Law and Jurisdiction

These Terms, and any dispute or claim arising out of or in connection with them or their subject matter, are governed by and construed in accordance with the laws of England and Wales. The courts of England and Wales shall have exclusive jurisdiction to settle any such dispute or claim.

12. Contact

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