



TERMS & CONDITIONS

Switch Roles Ltd – Terms & Conditions

Last Updated: September 2025

1. Introduction

This website ("the Website") is operated by Switch Roles Ltd, Company Number 14637095, registered at:

207 Knutsford Road, Grappenhall, Warrington, Cheshire, United Kingdom, WA4 2QL.

("Switch Roles", "we", "us", or "our").

Please read these Terms & Conditions carefully before using the Website. By accessing any part of the Website, you are deemed to have accepted these Terms & Conditions in full, whether or not you choose to register as a user.

If you do not agree to these Terms & Conditions, you must stop using the Website immediately.

We may update these Terms & Conditions at any time by posting the amended version on the Website. Continued use of the Website constitutes acceptance of any updates.

2. Website Availability & Disclaimer

2.1 We aim to ensure that the Website is available 24/7, but we shall not be liable if the Website is unavailable for any period. Access may be suspended without notice for maintenance, upgrades, or other reasons.

2.2 While we take reasonable steps to maintain accurate content, the information on the Website is provided for general guidance only and does not constitute advice or recommendations.

2.3 Some content or job adverts may be supplied by third parties (including employers). We do not verify or guarantee the accuracy of third-party material.

2.4 We take reasonable steps to ensure the Website and downloadable materials do not contain viruses or malicious code. However, users should run their own virus protection software.

3. Use of Website Content

All intellectual property rights on the Website belong to Switch Roles or our licensors.

You agree that you will not:

Copy, distribute, or reproduce Website content unless explicitly permitted.

Create a database using content taken from the Website.



Use content for commercial purposes other than job searching or recruiting.

Remove or alter copyright or trademark notices.

Upload, post, or distribute spam, unsolicited promotions, or advertising.

Upload or distribute content that is unlawful, offensive, defamatory, discriminatory, harmful, pornographic, or infringes on the rights of others.

Upload or transmit harmful code, viruses, or data intended to damage or interrupt systems.

Use any Website data for training AI, machine learning models, or automated data collection tools.

Any use of Website content outside these permitted purposes requires prior written consent from Switch Roles Ltd.

4. User-Generated Content

Certain areas of the Website allow users to upload content (e.g., CVs, profiles, job adverts, comments).

By submitting content, you:

Grant Switch Roles a licence to use, edit, copy, reproduce, translate, or remove such content.

Confirm that the content complies with these Terms.

Indemnify Switch Roles against any claims arising from your submitted content.

We reserve the right (but are not obligated) to remove any content at our discretion.

We are not responsible for content posted by users.

If you wish to report inappropriate content, email: enquiries@switchroles.co.uk

5. Links to & From Other Websites

5.1 Links to third-party websites are provided for convenience only. We do not endorse or control those websites and accept no responsibility for their availability or content.

5.2 You may link to our home page provided:

You do not imply endorsement by Switch Roles without written consent.

Your website does not contain offensive, illegal, or defamatory material.

You do not frame the Website.

Deep linking requires our prior written approval

6. Registration & Account Security

To access certain services (candidate profiles, job posting, CV downloads, job applications), users may be required to register.

You agree to:

Provide accurate, current, and complete information.

Keep your username and password confidential.

Notify us immediately of any unauthorised access or security breach.

Take responsibility for all activity under your account.

We are not liable for losses arising from failure to keep your login details secure.

7. Employer Responsibilities & Job Posting Rules

Employers ("Clients") posting roles must ensure all job adverts:

Are accurate, genuine, and non-misleading.

Comply with UK employment law, including the Equality Act 2010.

Do not engage in unlawful discrimination.

Are free from inappropriate, offensive, or harmful content.

Clients must not:

Share, export, or resell candidate data.

Use candidate CVs for marketing or non-recruitment purposes.

Retain candidate data longer than necessary.

Upload misleading, duplicate, or deceptive job adverts.

Use Website data for building external databases or AI training.

Switch Roles may edit, suspend, or remove adverts breaching these rules.

8. Candidate Responsibilities

Candidates using the Website agree to:

Provide accurate, up-to-date CVs and application details.

Not upload inappropriate or illegal content.

Not impersonate another person.

Use the Website only for legitimate job-searching activity.

We are not responsible for employer behaviour, recruitment decisions, or communication timelines.

9. Data Protection & Privacy

Switch Roles Ltd complies with the UK GDPR and Data Protection Act 2018.

We act as:

Data Controller for candidate account data.

Data Processor when employers access candidates' information for recruitment purposes.

Personal information is processed according to our Privacy Policy.

Contact for data enquiries: enquiries@switchroles.co.uk

10. Suspension & Indemnities

We may suspend or terminate your account if we believe you have breached these Terms.

You agree to indemnify Switch Roles against any claims, losses, or expenses arising from your misuse of the Website or breach of these Terms.

11. Limitation of Liability

Switch Roles will not be liable for:

Loss of data, profit, income, revenue, or goodwill.

Indirect, special, or consequential loss or damage.

Losses resulting from third-party actions, recruitment decisions, or inaccurate job adverts.

Our total liability shall not exceed £500 per event, unless otherwise required by law.

We do not exclude liability for:

Death or personal injury caused by negligence.

Fraud or fraudulent misrepresentation.

Any liability that cannot be excluded under UK law.

12. Promotions & Competitions (If Applicable)

Any promotions, draws or competitions run by Switch Roles will be subject to specific Additional Rules.

By entering a promotion, users agree to abide by those rules.

13. General

If any clause in these Terms is found to be invalid, the remainder shall remain enforceable.

These Terms & Conditions are governed by English law, and the courts of England and Wales shall have exclusive jurisdiction.

Communications may be sent electronically.

14. Contact Details

Switch Roles Ltd
Company Number: 14637095

Registered office:

207 Knutsford Road, Grappenhall,
Warrington, Cheshire,
United Kingdom,
WA4 2QL.

Email: enquiries@switchroles.co.uk