

1 General

1.1 The following Terms and Conditions (or terms) apply to your use of airis.co.uk or any associated company websites. Accessing any part of aforementioned websites will be deemed acceptance of these terms in full.

1.2 Airis may change these Terms and Conditions from time to time and by continuing to use the website after any amendment(s) you accept and agree to be bound by all changes.

1.3 The Terms and Conditions contain limitations of our liability, exclusions and warranties. If you do not agree to these Terms and Conditions you are prohibited from using the website.

1.4 Nothing in these terms will:

- a) Oblige us to renew these terms.
- b) Prevent us from discontinuing the website at any time.

1.5 You may not assign any of the rights or obligations under these terms.

1.6 Any communication under these terms shall be in writing and may be delivered by hand, by post or by email

1.7 Airis shall be responsible for the website and we may change, suspend or discontinue any aspect of the website, database or content.

1.8 Over time changes may be made by us to develop the website and this may result in limited periods when the website may be out of action for this reason

1.9 These terms shall be governed and construed by English Law.

2 Definitions

2.1 "website" means Airis and associated company websites.

2.2 "You" means the individual who is accessing Airis or one of our associated companies websites.

2.3 "Guidelines" means any relevant guidelines stipulated by Airis.

2.4 "The Company" or "Us" means Airis and its associated companies as is defined by The Companies Act 1985.

2.5 "School" means any school, educational or other establishment which had job vacancies on Airis

3 Use of website

3.1 You acknowledge that:

- a) That the website is to be used to search for and post jobs.
- b) You shall act in good faith and in a courteous way towards the company staff and schools you are put in contact with.
- c) You shall keep strictly confidential all confidential information disclosed to you.

3.2 There is no requirement to pay the Company for the use of the website.

3.3 You agree it is open to the Company to contact you for any reason.

4 Collection and retention of data

4.1 You confirm that:

- a) When entering any information on the website you shall comply with any relevant Guidelines.
- b) All details submitted by you via the website when posting or applying for jobs or any other reason may be read by us.
- c) All details submitted by you via the website when applying for jobs may be sent to the school or other institution who had a job vacancies or vacancies on the site
- d) Any information entered by you on the website will be retained by us until you either request its removal or it is removed by us.
- e) You may be contacted by recruitment business partners who specialise in the international school market.

4.2 To enable us to improve and or market the website and the services it supplies, you acknowledge that we may produce statistics based upon the use of the website and we may contact you by e mail, telephone or post for feedback regarding the website and the services provided.

5. Restrictions

5.1 You shall not make any material misrepresentations or inaccuracies in respect of information entered by you on the website.

5.2 You confirm you will not post or transmit on the website and material containing any virus or disabling devices which interfere with the operation of the website or overload by spamming or flooding it or take any action or use and device or routine of software to crash, delay, damage or otherwise interfere with the otherwise running of this site.

5.3 Any breach of 5.1 or 5.2 shall entitle us to immediately terminate these terms without prior notice to you.

6 Prohibitions

6. 1 You acknowledge it is a strict requirement of using the website that you shall not be involved or in any way connected with the following activities:-

- a) The provision of recruitment services.
- b) Any unlawful activity.

6.2 Any breach by you of Term 6.1 shall entitle us to immediately terminate these terms without notice

7 Our liability

The website, the facilities and the services that Airis offers is provided without warranty of any kind either express or implied. We exclude any warranty and terms and conditions not expressly set out in these Terms including without limitation any warranty for information, data services, uninterrupted access, or products provided through or in connection with the website.

7.2 You acknowledge that we shall have no liability to you under these terms due to the nature of job vacancies and the fact you are not required to pay us to use the website.

7.3 You acknowledge if you apply for a job that we cannot guarantee that any potential employer will contact you, interview or hire you and that we make no representation or warranties as to the final terms and duration or any appointment obtained through the website.

7.4 The website offers you the means to apply for jobs directly with potential employers and thereafter communicate with them directly. We are not liable for action taken by you or potential employers after you have submitted your application.

7.5 You acknowledge if you post a job we cannot guarantee any potential employees will apply for the position and that we make no representation or warranties as to the final terms and duration or any appointment obtained through the website

7.6 The website offers you means to post jobs and thereafter communicate with potential employees directly. We are not liable for action taken by you or potential employee after you have submitted your application

7.7 You acknowledge that we are not liable for any material inaccuracies or misrepresentations in any information where the information in question was obtained by us in good faith for inclusion on the website.

7.8 You agree to indemnify Airis against all proceedings, costs, fees, expenses, payments, liabilities, injury, death, loss or damage arising out of any claims brought against us (in negligence or otherwise) that are attributed to you failing to comply with any of the provisions of these terms.

7.9 You acknowledge the indemnity given by you in the preceding Term is reasonable having regard to the fact that it is unrealistic to expect Airis to independently verify all the information posted by you to the website.

7.10 We shall not be liable for any failure to perform any obligation caused by any event beyond its reasonable control.

7.10 We are not liable for details of jobs or potential employees information being current, complete or accurate

8 Links to other sites

The website may contains links to other sites and/or material contained on other websites. We are not responsible for the content of such other websites and to the extent permitted by law disclaim all liability in respect of such content and of any other websites or content which you may be able to access from such websites.

9 Copyrights

All the information contained in this website is the copyright of Airis. All trademarks, logos, software or any other of its intellectual property rights are the exclusive property of us. You may not download, copy or print any of these pages of the website without expression permission from us. No copying for personal or business use is permitted.

10 Termination

10.1 Notwithstanding anything to the contrary, we may terminate these terms at any time

10.2 These terms may be terminated by us on immediate notice:

- a) In any of the circumstances provided for in 5.1, 5.2 and 6.2.
- b) If you should make any material misrepresentation in order to use or apply for jobs via the website.
- c) If you use the website for any improper use or with the intention of damaging the reputation of either the website or the services or facilities provided by the website.

10.3 These terms may be terminated by you by giving 14 days notice.