

This Notice relates to our website <https://startingpointrecruitment.co.uk/> (hereinafter referred to as the "Website"), owned by Starting Point Recruitment.

What are Cookies

Cookies are small text files that are placed on your computer by websites that you visit.

Types of cookies used by the Website

The following types of cookies are installed by this Website:

- **Necessary cookies:** They are required for the operation of the website and they allow the user to use the website safely and securely. These are:
 - Vimeo (3rd Party) – last for 1 year: Remember users player mode.
This is remembered by the website for us to allow it to play where it plays in the header
 - Google Recaptcha (3rd Party) – last for 6 months: stopping spam
 - Vimeo (3rd Party) – last for 30 minutes – Antispam from Vimeo
- **Functional cookies:** They allow the user to use the website with some preferences.
These are:
 - Vimeo (3rd Party) - 1 year: Something vimeo use to track the video playing on individual websites.
- **Analytical cookies:** They allow us to quantify the number of users and thus to carry out the measurement and statistical analysis of the use made by users of the service offered.
These are:
 - Analytics (1st Party) – last for 1 year: Used by google analytics to track usage of the site
 - Analytics (1st Party – last for 1 year: Again, used by analytics but to distinguish between new and returning visitors

How do we collect your data?

When you visit our website there is certain information that we will automatically collect, whether or not you decide to use our services namely your IP address, the date and the times and frequency with which you access the website, the way you browse its content and other technical information. We will also collect data from you when you contact us via the website, for example by using a contact us form.

We collect your data automatically via cookies or similar technology such as tracking pixels and HTML5 Local Storage in line with the cookie settings that you specify via the "Cookie Preferences" link at the bottom of the website, or the settings in your browser.

The types of information that we collect about you in this way include: Key identification and contact information; and automatically collected information such as IP address, extra usage information that you choose to tell us; including the dates, times and frequency with and location from which you access our services; user choices; log and troubleshooting information; device information when you install, access or use our services.

Legitimacy and retention periods of the cookies that are installed in your browser

When you enter our website, a cookie warning will be activated which will allow the user to accept the installation of all the cookies according to their preferences. Therefore, they will be able to accept all the cookies used by the website or, on an individual basis, by clicking on the "View Preferences" tab, to authorise the installation of those cookies that are of interest to them. Likewise, we inform you that the information obtained through cookies will be renewed with your consent, based on the applicable laws and regulations.

Browser cookie settings

The User can set up their browser in order not to accept cookies, to block them and, if applicable, to delete them. In addition to this, the User can revoke a consent previously given to install cookies at any given time. Below you will find the steps the User should follow in order not to authorise cookies, to disable or to block cookies in different web browsers:

- Internet Explorer: Tools -> Internet Options -> Privacy -> Settings.
- Firefox: Tools -> Options -> Privacy -> History -> Custom Settings.
- Chrome: Settings -> Advanced -> Privacy -> Content Settings.
- Safari: Preferences -> Security.

Adverts & Sponsored Links

This website may contain sponsored links and adverts. These will typically be served through our advertising partners, to whom may have detailed privacy policies relating directly to the adverts they serve.

Clicking on any such adverts will send you to the advertisers website through a referral program which may use cookies and will track the number of referrals sent from this website. This may include the use of cookies which may, in turn, be saved on your computers hard drive. Users should, therefore, note they click on sponsored external links at their own risk and we cannot be held liable for any damages or implications caused by visiting any external links mentioned.

Downloads & Media Files

Any downloadable documents, files or media made available on this website are provided to users at their own risk. While all precautions have been undertaken to ensure only genuine downloads are available users are advised to verify their authenticity using third-party anti-virus software or similar applications.

We accept no responsibility for third party downloads and downloads provided by external third party websites and advise users to verify their authenticity using third party anti-virus software or similar applications.