

Terms of Business

Clear. Fair. Transparent.

Our Terms of Business outline the key principles, responsibilities and expectations when working with Alpha Talent. They cover our recruitment services, fees and payment terms, confidentiality and other important information.

Recruitment Permanent recruitment services	Last updated September 2026
Recruitment enquiries recruitment@alphatalent.co.uk	Telephone 0161 706 0836

People First. Placements That Last.
Stronger Teams. Better Futures.

1. About these terms

These Terms of Business provide general information about the basis on which Alpha Talent works with employers and other hiring organisations. Detailed contractual terms applicable to a particular recruitment instruction may also be supplied separately and agreed with the client.

2. About Alpha Talent

Alpha Talent is a specialist permanent recruitment agency supporting employers and professionals across Early Years & Childcare and Healthcare & Social Care throughout the UK.

3. Our recruitment services

We support employers with permanent recruitment, including understanding vacancy requirements, proactive candidate sourcing, candidate assessment, introductions, interview coordination and recruitment support. The precise service provided will depend on the vacancy and any terms agreed with the client.

4. Candidate introductions

Candidate information supplied by Alpha Talent is provided for recruitment purposes. Employers should treat candidate information as confidential and use it only for considering the candidate for relevant employment opportunities.

5. Fees and payment terms

Recruitment fees, invoicing arrangements and payment terms will be confirmed with the client as part of the relevant recruitment instruction or contractual Terms of Business. Fees may vary depending on the service, vacancy or agreed commercial arrangement.

6. Client responsibilities

Employers remain responsible for their final hiring decisions and for completing the checks and employment processes that are their responsibility. Depending on the role, these may include identity, right-to-work, references, DBS or other safeguarding checks, qualifications, professional registration and any other checks required by law, regulation or the employer's own policies.

7. Candidate suitability

Alpha Talent takes time to understand vacancy requirements and assess candidates against the information provided by the employer. However, the employer remains responsible for satisfying itself that a candidate is suitable for appointment and meets all requirements applicable to the role.

8. Confidentiality

Both Alpha Talent and its clients should treat confidential recruitment and business information appropriately. Candidate CVs and personal information should be shared only with people who genuinely need the information for the recruitment process.

9. Data protection

Personal information is handled in accordance with applicable UK data protection law and the Alpha Talent Privacy Policy. Employers receiving candidate information are responsible for handling that information lawfully and securely.

10. No guarantee of recruitment outcome

Recruitment outcomes can depend on factors outside Alpha Talent's control. Alpha Talent cannot guarantee that a particular candidate will accept an offer, commence employment, remain in employment for a particular period or achieve a particular level of performance.

11. Website information

Information published on the Alpha Talent website is provided for general information. Vacancies, salaries, recruitment conditions and other information may change, and website content should not be treated as legal, employment, safeguarding, financial or other professional advice.

12. Intellectual property

Unless otherwise stated, Alpha Talent owns or is licensed to use the branding, text, graphics and other original material appearing on its website and recruitment materials. Such material must not be reproduced or commercially exploited without permission except where permitted by law.

13. External links

The Alpha Talent website may contain links to third-party websites or services. These links are provided for convenience or information. Alpha Talent does not control and is not responsible for the content, availability, security or privacy practices of third-party websites.

14. Liability

Nothing in these Terms excludes or limits liability where it would be unlawful to do so. Any detailed limitations or allocation of liability relating to contracted recruitment services will be governed by the contractual Terms of Business agreed with the client.

15. Changes to these terms

Alpha Talent may update these Terms of Business from time to time to reflect changes to its services, business practices or applicable requirements. The latest version will be made available on the Alpha Talent website.

16. Governing law

These Terms and any dispute or claim arising from them are governed by the law of England and Wales. The courts of England and Wales will have jurisdiction, subject to any mandatory legal rights that apply.

17. Contact Alpha Talent

Alpha Talent

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Manchester, M2 4WQ

Recruitment enquiries: recruitment@alphatalent.co.uk

General enquiries: hello@alphatalent.co.uk

Telephone / WhatsApp: 0161 706 0836

People Make Brighter Futures.