

# Terms of Use

**Last updated:** 01/01/2026

By accessing or using the Recruitment Startup Programme operated by Joel Brandis Davis t/a Recruitment Startup (“we”, “us”, “our”), you agree to comply with these Terms of Use.

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## 1. Business Use Confirmation

By purchasing and accessing this programme, you confirm that you are acting as a business (for your own company or self-employed venture) and not as a consumer. Therefore, consumer rights under the Consumer Rights Act 2015 or other consumer protection laws do not apply.

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## 2. Programme Access

- You will receive digital access to the programme content upon payment.
  - Access is personal and non-transferable. Sharing login credentials or giving access to others is strictly prohibited.
  - We reserve the right to modify, update, or discontinue programme content at any time.
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## 3. Intellectual Property

- All content, including videos, documents, PDFs, templates, and materials, is the intellectual property of Joel Brandis Davis t/a Recruitment Startup.
  - You may use the materials for your personal business purposes only.
  - Copying, distributing, reselling, or publicly sharing programme materials without written permission is prohibited.
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## 4. No Guarantees

- Results vary depending on individual effort, implementation, and market conditions.
  - We do not guarantee specific income or outcomes from participation in the programme.
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## 5. No Refunds

- All sales are final. See our separate No Refund Policy.
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## 6. User Conduct

You agree to:

- Use the programme ethically and legally
  - Respect other users and programme staff
  - Not engage in harassment, spamming, or any unlawful activity
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## 7. Limitation of Liability

- To the maximum extent permitted by law, we are not liable for any direct, indirect, or consequential losses arising from your use of the programme.
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## 8. Governing Law

- These Terms are governed by the laws of England and Wales.
  - Any disputes shall be subject to the exclusive jurisdiction of the courts of England and Wales.
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## 9. Contact Us

For questions about these Terms of Use:

**Email:** [info@recruitmentstartup.net](mailto:info@recruitmentstartup.net)