

Terms and Conditions

1. Thank you for visiting this website.
2. These Terms and Conditions set out the basis on which you may use this site and they take effect from your first visit. Your use of the site means you accept these Terms and Conditions.
3. Marie Curie (“**Marie Curie**”) reserves the right to change these Terms and Conditions or the content of the website at any time, so please check back regularly.

Welcome to our Site

4. Marie Curie has taken care preparing the information contained on this website, however, we make no representations, warranties or guarantees, whether express or implied that the content on our site is accurate, complete or up-to-date.
5. We shall not be liable if, for any reason, an employment position or volunteer opportunity advertised on our website is or becomes unavailable at any time or for any period.
6. If you believe the content of these pages to be inaccurate or out of date, please contact us.

Your Application

7. If you wish to be considered for an employment position or a volunteer opportunity advertised on this website, you should complete and submit an application process by the closing date specified for the post.
8. Marie Curie will normally only pursue your application if it meets the requirements published in the employment vacancy or volunteer role advertisement..
9. The information you provide in your applications must be truthful, complete and accurate. You must not include any material that is false, misleading, defamatory, discriminatory, threatening, offensive, illegal or in breach of confidence or privacy.
10. If you have queries related to an advert, you should contact the email address details stated on the advert.
11. Applications for employment positions and volunteer opportunities may be retained by Marie Curie for 12 months after the advertisement’s closing date, however, if you think you may require access to your application form following its submission, you should print a copy of your application and retain it yourself.

Equal Opportunities

12. Marie Curie is committed to ensuring that all applicants are treated equally, without discrimination because of gender, sexual orientation, marital or civil partner status, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age.
13. Recruitment and selection exercises (where applicable) will be conducted on the basis of merit, against objective criteria that avoid discrimination.
14. Applicants will not be asked about health or disability before an employment or a volunteering offer is made, except in the very limited circumstances and as allowed by law:

for example, under the Equality Act 2010, we may check that a prospective employee or worker could perform an intrinsic part of their role (taking account of any reasonable adjustments), or we may make appropriate enquiries to see if any adjustments might be needed at interview because of a disability.

15. Marie Curie encourages applicants to complete the Equal Opportunities sections as part of their application. This is intended to help us maintain equal opportunities best practice and identify barriers to workforce equality and diversity. This section will be separated from your application on receipt. The information on this section will be used for monitoring purposes only and will play no part in the recruitment process.
16. If you are disabled, we encourage you to tell us about any health condition so that we can consider what adjustments or support may be appropriate to support you through the application process.

Data Protection

17. Your data will be held in accordance with the Data Protection Act 1998.
18. The information you provide will be used to progress your application during the application process or parts of the application process and, if your application is successful, to administer your personnel record or, in the case of volunteers, your volunteer record. It will also be used to assist us in reporting and monitoring, such as equal opportunities monitoring.
19. You consent to Marie Curie or any Group Company processing data relating to you for legal, personnel and administrative purposes and in particular to the processing of any sensitive personal data (as defined in the Data Protection Act 1998) relating to you, including, as appropriate:
 - (a) Information about your health that is used:
 - (i) to ensure compliance with health and safety and, in respect of paid staff, occupational health obligations;
 - (ii) when considering any health issues that may affect your ability to perform an intrinsic part of the your role or volunteering opportunity; or
 - (iii) to help us to accommodate any disability;
 - (b) Information about your racial or ethnic origin or religious or similar information in order to monitor compliance with equal opportunities legislation; or
 - (c) in order to comply with legal requirements and obligations to third parties such as regulatory bodies and criminal records checking.
20. Marie Curie may make such information available to any Group Company, those who provide products or services to the Company or any Group Company (such as advisers and payroll administrators), regulatory authorities and as may be required by law.
21. You can view our [**privacy policy**](#) and [**cookies policy**](#) here.

Using our Information and Logos

22. We are the owners or licensee of all intellectual property rights in our site and the material we publish on it. All such rights are reserved. The Marie Curie logo and various other logos used by us are registered trademarks in the UK. You may not use the Marie Curie logos without our permission.

23. You may print and download extracts from this website for personal non-commercial use on the following basis:
 - (a) No documents or related graphics are modified in any way
 - (b) No graphics are used separately from accompanying text; and
 - (c) No copyright and trade mark notices are removed.
24. You agree not to:
 - (a) Use this website for commercial purposes without obtaining our prior written agreement; or
 - (b) Copy, reproduce, republish, download, display, post or transmit in any form or by any means any of the content on this website except as permitted above.
25. Some information, materials or photos on our website may be the property of another copyright owner, used here with their permission, and must not be used without their consent.

Liability

26. The material on our site is provided for general information only and does not constitute advice on which you should rely. You should carry out your own checks in respect of any information on this site and use your own judgement before doing or not doing anything on the basis of what you see.
27. Marie Curie will not be liable to any user for any loss or damage, even if foreseeable, arising under or in connection with:
 - (a) use of, or inability to use, this site; or
 - (b) any action you may (or may not) take as a result of relying on any information/materials provided on this site or for any loss suffered by you as a result of you taking such action.
28. While we make all reasonable efforts to ensure no bugs or viruses are transmitted via our website, this cannot be guaranteed. Marie Curie will not be liable for any loss or damage caused by a virus or other technologically harmful material that may infect your computer equipment, computer programs or other material due to your use of our site or to your downloading of any content on it, or on any website linked to it. You should use your own virus protection software.
29. You must not misuse our site or post material which is technologically harmful or could interfere with the general working of this site (including without limitation, introducing bugs or viruses or any kind of other material which is malicious).
30. Links to other websites are provided for information only. Marie Curie has no control over the content of websites linked to, and accepts no responsibility for material found on them or for any loss or damage that may arise from your use of them.
31. Nothing in these Terms and Conditions will affect any liability we may have for death or personal injury arising from our negligence, fraud or any other liability which cannot be excluded or limited by English law.

Security

32. You are responsible for keeping the username and password you use to access this website secret and secure and for any activity under your username and password.
33. We strongly recommend that you use “strong” passwords (that use a combination of upper and lower case letters, numbers and symbols) and that you log off from your account at the end of each session. We will not be liable for any loss or damage arising from any unauthorised use of your username and password. If you believe that someone else may be using your username and password you must contact us immediately to change it.
34. We reserve the right to restrict or deny you access to all or some part of this website if, in our opinion, you have failed to comply with these Terms and Conditions.

Severability

35. If any of these Terms and Conditions is determined by any competent authority to be invalid, unlawful or unenforceable to any extent, such term or condition will to that extent be severed from the remaining Terms and Conditions which will continue to be valid to the fullest extent permitted by law.

Governing Law and Jurisdiction

36. These Terms and Conditions are governed by and interpreted in accordance with the laws of England and Wales and you agree to submit to the exclusive jurisdiction of the English courts for the determination of disputes.