



recruitment a complete legal service

online recruitment

The online recruitment sector is becoming ever more important. However, it faces a number of challenges: strong competition, a relatively low level of entry (it does not require too much capital to set up a website) and it must work within the framework of a number of laws.

Blake Lapthorn's Recruitment sector group was established in 1992 to meet the need for specialist solutions providers for the recruitment sector. As this sector has developed in the online arena, the Recruitment sector group has developed complete solutions for the online recruitment sector.

solutions provided by us:

- **Database protection:** we provide specialist advice on how clients can better protect their databases.
- **IT agreements:** IT is fundamental to the functioning of this sector. We provide specialist advice on web development agreements, software and database licences, offshore outsourcing of 'back-office' functions and maintenance agreements for online recruiters.
- **Data protection and privacy policies:** we advise recruitment focused clients on their data protection practices and draft privacy policies to explain to visitors to recruiters' websites how their personal data will be collected and used.
- **Website terms of use:** we prepare these for clients to assist with protecting their websites and their businesses.

- **The Employment Agencies Act 1973:** the UK regulators continue to regard online recruitment as being within the regulated sector. We ensure that you comply with regulatory requirements governing recruitment activities. Do you comply?
- **Age and other types of discrimination:** we help you ensure that your website does not discriminate unlawfully. We provide advice on how adverts should be worded to make sure they are not discriminatory and could not be used as evidence in support of an age or disability discrimination claim. Are you confident you will not be joined in discrimination claims by disgruntled candidates? Are you aware that anyone "aiding" unlawful discrimination by an employer could be liable to pay substantial compensation?
- **Direct marketing:** we help clients to comply with the rules relating to direct marketing.
- **Disputes:** we help recover fees, advise on defamation issues, enforce restrictive covenants and resolve situations where ex-employees have stolen information from a former employer's databases or breached copyright or patents.

industry standing

Our market leading status is reflected by the range of trade associations and industry bodies who look to us for advice, such as the HR Outsourcing Association, the Chartered Institute of Purchasing and Supply (CIPS), the British Bankers Association,

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the Association of Professional Staffing Companies and Intellect. We are also panel members of the Recruitment and Employment Confederation (REC) and are regularly involved in consultations with the European Commission, HM Treasury, HMRC and BERR about new legislation in this area. Our advice on temps and contractors has been adopted by the Office of Government Commerce.

We are members of a number of recruitment and technology related trade associations such as the Online Recruitment Marketing Council, Intellect and the Worshipful Company of Information Technologists.

We are a founder member of euroITcounsel (www.euroitcounsel.com). This is a network of specialist technology lawyers throughout Europe whom we can call upon if our clients require advice on the law in any of the European member states. We have also built up a unique network of workplace and commercial law experts throughout Europe, the US and the Far East through which we provide advice on recruitment sector issues.

our service approach

We develop close relationships with clients so that we understand their individual business operations and specific needs and deliver tailored solutions promptly and within budget.

tailoring our services for you

In addition to the Recruitment sector and Technology sector groups, Blake Lapthorn has a range of complementary legal experience relevant to the online recruitment sector, including expertise in outsourcing, litigation, corporate finance and mergers and acquisitions, tax, property, employment and commercial work.

Because of the volume of IT, recruitment and resourcing work we have done over the years we are able to supply most services on a fixed price basis using extensive specialist know how and precedent banks.

Our clients receive regular industry leading briefings. We also offer seminars on topical issues such as compliance with new regulation, data protection, IT contract negotiations and age discrimination.

Solutions for all involved in the recruitment process and the world of agency and contract workers

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