

Terms and Conditions

Last updated: 2nd April, 2026

1. Who we are

These Terms and Conditions apply to the TA Team service made available through www.tateam.co.uk and any related pages, forms, voice tools, emails and outreach services (the "Service"). The Service is operated by BLAT Ltd, headquartered at 86-90 Paul Street, London, England, United Kingdom, EC2A 4NE ("TA Team", "we", "us" or "our"). Contact: Ben@tateam.co.uk.

2. Acceptance of these terms

By using the Service, submitting your details, uploading documents, recording a voice pitch, choosing a funding option, or asking us to promote your candidacy, you agree to these Terms. If you do not agree, do not use the Service.

3. What the service does

TA Team is a candidate screening and promotion service. You provide us with details of a role, your CV or resume, your contact details and a short voice pitch. We review that information, use AI tools to help us understand your background and fit, and may decide whether to package, prioritise, endorse or promote your application to a hiring team, recruiter or other relevant contact.

4. Important statement about AI and third-party LLMs

To operate the Service, the information you submit may be sent to one or more external third-party large language model providers and related technology providers for transcription, summarisation, scoring, fit analysis, drafting and other processing support. This includes the contents of your form submission, your CV or resume, job advert details, your voice recording, and the transcript of your voice conversation or pitch. By using the Service, you expressly acknowledge and agree to that processing.

5. Human review requests

You may request a manual review of your submission at any time by contacting Ben@tateam.co.uk. A manual review request does not guarantee endorsement, promotion, outreach, feedback, a response from TA Team, or any hiring outcome, but it allows us to review the submission without relying only on automated tools.

6. No guarantee of selection, endorsement or promotion

TA Team is selective. Most candidates who ask for help are not expected to be endorsed or promoted by the Service. We may decide not to progress, package, endorse, chase or promote an application for any lawful reason, including where we do not believe the candidate is a strong fit, where the application materials are incomplete, where the role appears unsuitable, or where we cannot verify key information.

7. No hiring decisions

TA Team does not make the employer's hiring decision. We are not the employer, recruiter of record, or hiring authority for the roles submitted through the Service unless we explicitly say otherwise in writing. Any decision to interview, reject, employ, contract with or otherwise engage a candidate is made by the employer or other third party, not by TA Team.

8. No guarantee of employer engagement

Even where we decide to endorse or promote a candidate, we do not guarantee that we will reach the correct team or decision-maker, that the relevant department will respond, that they will agree to review the candidate, that they will fund the service, or that any outreach will lead to an interview, feedback or hire.

9. Candidate responsibilities

You must ensure that the information you submit is accurate, lawful, and does not infringe anyone else's rights. You must have the right to share any CV, work history, portfolio, writing sample, or other material you provide. You must not submit false, misleading, defamatory, discriminatory or unlawful material.

10. Funding options and payment

Where the Service offers self-funded or employer-funded options, the price, billing interval, application limits and eligibility rules shown on the website at the time of checkout or submission apply. Employer-funded options are not guaranteed. If an employer declines to fund the Service, TA Team may proceed on another basis you selected, or may not proceed at all, depending on the option presented to you on the website.

11. Audio recording and consent

Where the Service includes a voice pitch, voice interview or other recorded interaction, you consent to the recording, transcription and analysis of that audio for screening, quality, fraud prevention, service improvement and candidate-promotion purposes. If you do not wish to be recorded, do not use the voice feature.

12. Automated tools and limitations

The Service uses AI and automated tools which may produce incomplete, inaccurate, inconsistent or unfair outputs. AI-generated summaries, fit assessments and recommendations are support tools only. They may influence how we triage submissions, but they are not a promise that a candidate will or will not be promoted, contacted, interviewed or hired.

13. Acceptable use

You must not misuse the Service, interfere with its operation, attempt to access another person's submission, upload malicious code, scrape the website, or use the Service for unlawful, abusive or fraudulent purposes.

14. Intellectual property and licence

You retain ownership of the materials you submit, but you grant TA Team a non-exclusive, worldwide, royalty-free licence to use, store, reproduce, analyse, adapt, summarise and share those materials as necessary to operate the Service, assess your fit, and contact relevant third parties in connection with your application.

15. Third-party websites and listings

We may rely on job adverts, employer websites, applicant tracking systems, communication channels and other third-party services that we do not control. We do not guarantee the accuracy, availability, legitimacy or continuing existence of any role, vacancy, advert, recruiter or employer contact.

16. Suspension or refusal of service

We may suspend, restrict or refuse the Service at any time where reasonably necessary for security, legal compliance, abuse prevention, payment issues, operational limits or reputational reasons.

17. Disclaimers

The Service is provided on an “as is” and “as available” basis. To the maximum extent permitted by law, we do not guarantee that the Service will be uninterrupted, error-free, suitable for your circumstances, or successful in generating interviews, responses, funding, endorsements or hires.

18. Limitation of liability

To the fullest extent permitted by law, TA Team will not be liable for any indirect, consequential, special or business losses, or for any loss of opportunity, loss of earnings, loss of chance of employment, reputational harm, or losses arising from an employer’s or recruiter’s acts or omissions. Nothing in these Terms limits liability that cannot lawfully be excluded under applicable law, including liability for fraud or for death or personal injury caused by negligence.

19. Changes to the service or terms

We may update the Service and these Terms from time to time. The version published on the website at the time of your use will apply unless mandatory law requires otherwise.

20. Governing law

These Terms are governed by the laws of England and Wales. The courts of England and Wales will have exclusive jurisdiction over any dispute or claim arising from or connected with these Terms, unless mandatory law provides otherwise.

Privacy Policy

Last updated: 2nd April, 2026

1. About this Privacy Policy

This Privacy Policy explains how TA Team collects, uses, stores and shares personal data when you use www.tateam.co.uk, submit a role for review, upload documents, record a voice pitch, correspond with us, or ask us to promote your candidacy.

2. Controller details

The data controller for the processing described in this Privacy Policy is Ben Groves, of BLAT Ltd, headquartered at 86-90 Paul Street, London, England, United Kingdom, EC2A 4NE. Email: Ben@tateam.co.uk.

3. Personal data we collect

Depending on how you use the Service, we may collect:

- Identity and contact data, such as your name, email address and any other contact information you provide.
- Application data, such as the job advert link, date applied, role details and any supporting explanation you give us.
- CV, resume and profile data, including your work history, qualifications, skills and other information contained in documents you upload.
- Audio and transcript data, including your recorded voice pitch or conversation, and transcripts derived from it.
- Assessment and outreach data, such as internal notes, AI-generated summaries, fit assessments, rankings, endorsement decisions, communication logs and outreach outcomes.
- Technical and usage data, such as IP address, browser data, device information, site activity logs and cookie-related information where used.

4. How we use your personal data

We use personal data to:

- Receive and organise candidate submissions.
- Transcribe, analyse and understand candidate information and voice content.
- Assess potential fit for a role and decide whether to package, endorse, prioritise or promote a candidacy.
- Contact employers, recruiters or departments in connection with a candidate submission where we decide to do so.
- Administer accounts, payments, service limits and operational workflows.
- Respond to support requests and manual review requests.
- Improve the Service, monitor quality, prevent misuse and protect our legal rights.

5. External LLM and AI processing

A central part of the Service is the use of external third-party LLM and AI providers to help us process submissions. Personal data sent to those providers may include form answers, CV or resume content, job advert content, audio

files, transcripts and related context. We use those tools for transcription, summarisation, role-fit analysis, drafting and operational support. Those providers act as our processors or sub-processors where applicable, or in some cases as independent controllers depending on the service configuration and legal arrangement in place.

6. Lawful bases

We rely on one or more of the following lawful bases under UK data protection law, depending on the processing activity:

- **Contract:** where processing is necessary to provide the Service you asked for.
- **Legitimate interests:** where necessary to run, secure and improve the Service, assess candidate submissions, communicate with relevant contacts, and manage our operations, provided those interests are not overridden by your rights.
- **Consent:** where we rely on consent for specific processing, such as any non-essential cookies or other processing where consent is required by law.
- **Legal obligation:** where we need to keep or disclose information to comply with applicable law, regulation or lawful requests.

7. Profiling and candidate assessment

We use profiling and AI-assisted assessment to help us evaluate whether a candidate appears suitable for promotion through the Service. This can include generating summaries, identifying themes from a CV or transcript, and estimating how strongly a profile aligns with a role. These tools help us triage and prioritise submissions. They do not determine whether an employer hires you. You may request human review by contacting Ben@tateam.co.uk.

8. Who we share personal data with

We may share personal data with:

- External AI, transcription and technology service providers.
- Hosting, analytics, communications, payment and workflow providers.
- Potential employers, recruiters, hiring teams or relevant departments where we decide to promote or present your candidacy, or where you select an employer-funded option that requires us to approach them.
- Professional advisers, insurers, auditors and legal or regulatory bodies where necessary.

9. International transfers

Some of our providers may process personal data outside the UK. Where that happens, we take steps intended to ensure that personal data receives an appropriate level of protection, such as relying on adequacy regulations, the UK extension to relevant transfer frameworks where applicable, or appropriate contractual safeguards such as the UK International Data Transfer Agreement or standard contractual clauses with required addenda.

10. Data retention

We keep personal data only for as long as reasonably necessary for the purposes described in this Policy, including to operate the Service, respond to disputes, keep records and meet legal obligations. Unless a longer period is required or justified, we suggest a baseline retention period of up to 24 months from your last meaningful interaction with

the Service, after which data should be deleted or anonymised where practicable. You may ask us to delete your data earlier, subject to lawful exceptions.

11. Your rights

Subject to applicable law, you may have the right to request access to your personal data, rectification, erasure, restriction, objection, portability, and review of certain automated processing. You can also request a manual review of your submission. To exercise your rights, contact Ben@tateam.co.uk. You may also complain to the Information Commissioner's Office if you are unhappy with how your data is handled.

12. Cookies and similar technologies

The website may use cookies or similar technologies for essential functions and, where enabled, analytics or other optional purposes. Where consent is required, we will ask for it before placing non-essential cookies or similar technologies on your device. You should align this section with the actual cookie tools deployed on the site.

13. Security

We use reasonable technical and organisational measures intended to protect personal data against unauthorised access, loss, misuse or alteration. However, no internet-based service can be completely secure, and we cannot guarantee absolute security.

14. Changes to this Policy

We may update this Privacy Policy from time to time. The latest version published on the website will apply.