

REFER A FRIEND - Terms & Conditions for Individuals

Individuals are given the opportunity to earn a bonus of £250 for referring a new candidate or school to Smart Teachers. (If you are a school making a referral, click [here](#).)

To qualify for a referral bonus:

For referring a candidate:

- The referred candidate must be living/working in the UK
- The referred candidate must work through Smart Teachers for a minimum of ten full days

For referring a school:

- The referred school must be located within England
- The referred school must be a non-active client of Smart Teachers (i.e. the school will not have used Smart Teachers' services within the last 12 months)
- The referred school must book a minimum of ten full days' supply through Smart Teachers

There is no limit on the number of referrals an individual can make. The referring individual is entitled to receive a referral bonus for each qualifying referral made.

Method of payment

If the individual making the referral is registered with Smart Teachers, the bonus will be processed through their pay (i.e. transferred electronically to their bank account, subject to PAYE deductions).

If the individual making the referral is not registered with Smart Teachers, they will be emailed an Amazon Voucher to the value of £250.

The referral bonus detailed in this scheme is a gross payment. Where the individual making the referral is not registered with Smart Teachers, the agency is not responsible for any taxes, as required by law, arising from the provision of the referral bonus.

Additional terms and conditions

- Smart Teachers will determine the eligibility for this offer in each case and Smart Teachers' decision is final.
- Smart Teachers reserves the right to terminate or amend the terms of the scheme at any time.
- Candidates/schools can only be referred to Smart Teachers once. In the event that a candidate/school is referred to Smart Teachers more than once, only the first person to make the referral will be eligible for a referral bonus under this scheme.
- Permanent employees and contract and temporary workers working directly for Smart Teachers (or partner agencies) are not eligible to participate in the referral scheme.
- The referred candidate/school must be notified and have consented to their details being passed to Smart Teachers for this scheme before the date of the referral. This is the responsibility of the referee and is subject to the Data Protection Act 1998. The referee will indemnify Smart Teachers for any loss or claim arising out of the referee's failure to procure such consent.
- It is the referring individual's responsibility to contact Smart Teachers in order to claim their referral bonus.
- The referral bonus must be claimed within six months of the qualifying period.
- Unless otherwise stated, all amounts in these Terms and Conditions are in Pounds Sterling.