Duty of Care

We have a duty of care to our students and graduates and reserve the right not to advertise opportunities which we believe are not in their best interests.

Examples of such vacancies include:

- Opportunities in breach of the employment legislation regarding equal opportunities
- Anything that represents undue health and safety risk to the student/graduate
- Employment in private households, unless operated through the direct payments system or a registered care provider
- Opportunities that breach statutory legal requirements with regards to National Minimum Wage, National Insurance contributions, Income Tax & Employer Liability Insurance
- Commission only opportunities that are not guaranteed to meet minimum wage
- Unpaid vacancies (unless they are for a Registered Charity)
- Any opportunity – voluntary or paid – that incurs an upfront fee e.g. travel and work overseas
- Opportunities on behalf of Recruitment Agencies where the client information is not disclosed for Careers Service records
- Self-employed or freelance opportunities.

The employer is responsible for:
Ensuring the student is suitably qualified and not prevented from working for any legal, medical or other reason e.g. international students working regulations
- Providing a written statement of particulars of employment /contract of employment
- Allowing for students' study obligations by not asking them to work in excess of 20 hours per week in part-time employment except during vacation periods
- Taking up references

In addition, the University accepts no liability for the actions of students or graduates recruited from Newcastle University during their employment. If you would like to get advice on how best to advertise opportunities, please contact us.