

Refer a Friend Scheme

Eligibility

- The referred person must not be currently or previously registered with Heard Search.
- No self-referrals. Employees and contractors of Heard Search are excluded.
- If multiple referrers submit the same individual, the reward is paid to the first referrer based on our recorded receipt time (UK time) to jack@heardsearch.co.uk. Our timestamped receipt is final.
- The referred person must start a role within 6 months of the referral date to qualify.

Consent & data

By submitting a referral you confirm the individual consents to be contacted by Heard Search about opportunities. We process personal data in line with our Privacy Policy.

Qualifying placements

Rewards apply to the first placement only made by Heard Search for the referred person; no reward is due on extensions, renewals or subsequent placements. For part-time or fixed-term roles, rewards are pro-rata to FTE and contract length.

Reward amounts

Permanent / Fixed-Term Contracts (total reward):

- Early Career Teachers (ECTs) or Teachers with up to 2 years of UK teaching experience: £400 total reward.
- Teachers with 3 to 5 years of UK teaching experience: £500 total reward.
- Teachers with 6 or more years of UK teaching experience: £600 total reward.
- Leadership positions, including Lead Practitioners and Directors: £800 total reward.
- School Support Staff: £300 total reward.

Add-ons (if applicable):

- Subject Leader: +£100
- Core Subject Leader / Head of Faculty: +£200

Temporary (chargeable working days completed):

- Teachers: £100 at 10 days • £175 at 20 days • £250 at 30 days

- Support: £75 at 10 days • £125 at 20 days • £175 at 30 days

Half-days count pro-rata (0.5 day). Days do not need to be consecutive; milestones are based on cumulative chargeable days approved on timesheets, worked via Heard Search at the same school.

Payment timing

Permanent/FTC rewards are paid in two instalments: 50% after 6 weeks and 50% after 12 weeks of the referred candidate's start, and in each case within 15 working days of the later of (i) the milestone being met, (ii) our client invoice for that period being paid, and (iii) the expiry of any guarantee/rebate period under our terms.

Temporary rewards are paid within 15 working days of payroll clearing for the relevant milestone days.

Form of reward & tax

Rewards are issued as e-vouchers (preferred) or bank transfer on request. Recipients are responsible for any personal tax liabilities.

Right to vary

We may amend, suspend or withdraw this scheme with reasonable notice. Changes will not affect referrals submitted before the change takes effect.

Definitions (for clarity)

- UK teaching experience: time teaching in UK schools (state, academy or independent) post-qualification, including ECT years. Supply/long-term assignments count if they are full-duties teaching roles.
- Leadership positions: roles such as Headteacher/Principal, Deputy/Assistant Head, Lead Practitioner, Director of Learning, or other SLT-level posts.
- Subject Leader: teacher with formal subject leadership responsibility (e.g., Head of Department/Subject Lead) evidenced in the job title or contract/TLR.
- Core Subject Leader / Head of Faculty: leadership of English, Maths or Science at department or faculty level, or a faculty head across multiple subjects.