



**INITIATIVE**  
TRAINING GROUP

## Copyright and Intellectual Property Statement

Initiative Training Group and Initiative Training Oracle



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|----------------|-------------------|
| Policy owner   | Managing Director |
| Version        | 2.1               |
| Effective date | 23 July 2026      |
| Review date    | July 2027         |

Registered office: 4th Floor - 166 College Road, Harrow, England, HA1 1BH

## 1. About this statement

This statement explains ownership of, and permitted use of, content supplied by The Initiative Training GP Limited, trading as Initiative Training Group and Initiative Training Oracle.

- 1.1 It applies to content on [www.initiativetraininggroup.com](http://www.initiativetraininggroup.com) and [www.initiativetrainingoracle.com](http://www.initiativetrainingoracle.com), and to training, consultancy, assessment, digital and client materials supplied by us, unless a proposal, Statement of Work, Task Order, licence or other written agreement states otherwise.
- 1.2 This statement should be read with our Website Terms and Conditions, General Terms and Conditions, Online Materials Policy, Online Training Policy, our Privacy and Cookies Policy and any contract-specific documents.
- 1.3 Nothing in this statement limits a use that is expressly permitted by law and cannot lawfully be excluded.

## 2. Ownership of materials

- 2.1 Unless otherwise stated, copyright and other intellectual property rights in our websites and materials are owned by, or licensed to, The Initiative Training GP Limited.
- 2.2 Protected materials include, without limitation, website text, articles, reports, risk assessments, templates, workbooks, policies, course notes, slide decks, exercises, assessments, e-learning content, video, audio, photographs, graphics, maps, diagrams, databases, software, code, page layouts and design.
- 2.3 Where material is created specifically for a client, ownership and permitted use will be determined by the relevant proposal, Statement of Work, Task Order or licence. Payment for services does not, by itself, transfer copyright.
- 2.4 Third-party materials remain the property of their respective owners and may be subject to separate licence terms.

## 3. Permitted use of website content

- 3.1 You may view publicly available website pages and make temporary copies that are technically necessary for ordinary browsing.
- 3.2 You may print or download a reasonable extract for your own personal use or internal business reference, provided that you:
  - do not alter the material or remove any copyright, trademark or attribution notice;
  - do not use images, video, audio, graphics or diagrams separately from their accompanying context;
  - acknowledge Initiative Training Group or Initiative Training Oracle as the source where appropriate; and
  - do not use the material for commercial exploitation, resale, external training or publication.
- 3.3 You may link to a publicly available page in a lawful and fair manner, provided the link does not suggest approval, endorsement or association where none exists. We may withdraw linking permission at any time.

## 4. Training, digital and client materials

- 4.1 When you purchase or receive course, digital, assessment or consultancy materials, you receive only the limited licence stated in the relevant booking, proposal, Statement of Work, Task Order or licence.
- 4.2 Unless expressly agreed otherwise, that licence is personal or internal to the named client, non-exclusive, non-transferable and limited to the authorised users, locations, purpose and access period stated in the order.

- 4.3 An organisational licence covers only the number of users, business units, sites or territories expressly purchased. Additional users require an additional licence.
- 4.4 Access credentials are individual and must not be shared. Materials must not be placed on an unrestricted shared drive, intranet, learning platform, document repository or collaboration system where unlicensed users can access them.

## 5. Prohibited use

- 5.1 Unless we give prior written permission, you must not copy, reproduce, adapt, translate, republish, upload, transmit, distribute, sell, rent, sublicense, broadcast, display publicly or commercially exploit any protected material.
- 5.2 You must not use our materials to deliver training to third parties, create derivative courses or products, prepare competing materials, or remove or obscure ownership, copyright, security or attribution notices.
- 5.3 You must not systematically scrape, crawl, harvest, index or extract content, except through ordinary search-engine indexing that respects our technical controls and published instructions.
- 5.4 You must not use our content in a misleading, defamatory, unlawful or unsafe manner, or in any way that could damage our reputation or imply an endorsement, accreditation or partnership that we have not confirmed in writing.

## 6. Artificial intelligence and automated analysis

- 6.1 Unless expressly authorised in writing, our non-public, paid, client-specific and training materials must not be used to train, fine-tune, test, benchmark or develop an artificial intelligence or machine-learning system.
- 6.2 You must not upload those materials, or confidential information contained in them, to a public or third-party generative AI service where the provider may retain, reuse or learn from the content.
- 6.3 Commercial text and data mining, bulk extraction and automated reuse require our prior written permission and may require a separate licence. This section does not restrict a statutory exception that applies and cannot lawfully be excluded.

## 7. Names, logos and trademarks

- 7.1 The names Initiative Training Group and Initiative Training Oracle, their logos, brand elements, domain names and associated marks are owned by, or licensed to, The Initiative Training GP Limited.
- 7.2 You may not use those marks, or any confusingly similar mark, without prior written permission. No permission is given to use our branding in a company name, domain name, social-media account, advertising campaign, product or service.
- 7.3 Use of a logo or client name in a case study, tender, presentation or marketing material requires the owner's permission and must comply with any brand guidelines supplied.

## 8. Third-party content and external links

- 8.1 Our websites and materials may identify or link to third-party sources. Their inclusion does not transfer any intellectual property rights to us or to you.
- 8.2 You are responsible for complying with the third party's terms and permissions. We do not grant rights in third-party content.
- 8.3 Where we reasonably believe third-party material has been used without proper authority, we may remove or disable access while the matter is investigated.

## 9. Permission requests and suspected infringement

- 9.1** Requests to reproduce, license or adapt our materials must be made in writing before use. The request should identify the material, proposed use, audience, format, duration and territory.
- 9.2** To request permission or report suspected infringement, contact:  
james.gribben@initiativetraininggroup.com.
- 9.3** We may require removal of unauthorised material, suspension of access, payment of an appropriate licence fee, or other steps necessary to protect our rights. Serious or repeated infringement may result in legal action.

## 10. Changes and document control

- 10.1** We may update this statement to reflect changes in law, technology, our services or our licensing arrangements. The version and effective date shown on the document will identify the current edition.
- 10.2** This statement is governed by the laws of England and Wales. Any dispute will be dealt with under the dispute and jurisdiction provisions in the applicable contract or Website Terms and Conditions.

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|-----------------------|-------------------------------------------------------|
| <b>Legal entity</b>   | The Initiative Training GP Limited                    |
| <b>Trading names</b>  | Initiative Training Group; Initiative Training Oracle |
| <b>Company number</b> | 06204390                                              |
| <b>Version</b>        | 2.1, effective 23 July 2026                           |
| <b>Supersedes</b>     | Copyright Statement dated 16 July 2020                |