



# Self-Employed Coach Compensation Framework

## Introduction

This policy applies to independent, self-employed coaches engaged by Calculated Performance Ltd under a Coaching Services Contract.

It sets out the Company's commercial approach to rates, session allocation, cancellations, and payment terms.

This policy does not create an employment relationship, worker status, mutuality of obligation, or entitlement to work. Coaches remain responsible for their own tax, National Insurance, and business affairs.

## Commercial Rate Framework

All coaches are responsible for their own tax and National Insurance contributions. Rates are reviewed periodically to ensure market fairness.

### Pay Rates Before 1st April 2026:

- Hourly rates range from £11.50 to £17.50, depending on:
  - Market conditions
  - Session type
  - Qualifications & Experience

### Pay Rates After 1st April 2026:

- Hourly rates will range from £12.50 to £20.50, depending on:
  - Market conditions
  - Session type
  - Qualifications & Experience

## Scheduling and Payment

- Session opportunities are offered based on business demand and coach availability.
- The Company does not guarantee a minimum number of sessions.
- Coaches are free to accept or decline any offered session without penalty.
- No obligation exists on either party to offer or accept future work.
- Coaches are paid solely for coaching services delivered in accordance with the Coaching Services Contract.
- Payment is made in line with agreed invoicing and payment procedures.
- No payment is made for time not booked or services not delivered, except as set out below.

## Late Cancellations & No Shows

- If a member cancels within 36 hours of the scheduled session, they must either reschedule within seven days or pay for the session.
- Where a session is cancelled and not rescheduled, the coach may be entitled to a cancellation payment at their standard hourly rate, provided they remain available to assist with agreed on-site tasks during the original session time.
- If a session is rescheduled by the member, the coach will not receive payment for the cancelled slot. Cancellations after 3:00pm on the day of the booking cannot be rescheduled.



- If a member fails to attend without notice, the session will still be charged, and the coach may receive the standard cancellation payment.

### **Late Cancellation Requirements**

- To qualify for a cancellation payment, coaches are invited (but not required) to remain on-site during the originally scheduled session.
- While available, coaches may support site operations with reasonable tasks such as maintaining equipment, tidying the area, or assisting the Head Coach.
- Remaining on-site is not mandatory, but doing so ensures eligibility for full cancellation payment.

### **Goodwill Payment Policy**

- Calculated Performance may offer a discretionary Goodwill Payment to recognise coaches' availability during periods of reduced session scheduling.
- This payment may reflect up to two hours of standard pay per affected workday and is not a contractual guarantee, minimum earning entitlement, or regular retainer.
- Goodwill Payments do not apply when reduced hours result from the coach's own request, limited availability, or declined sessions.

### **Fair Treatment and Equal Opportunities**

- Calculated Performance is committed to fair treatment and equal opportunities for all coaches.
- Pay rates and work opportunities are based on sessions delivered and business needs, regardless of background.

### **Review and Compliance**

- This policy will be reviewed periodically to ensure fairness and alignment with industry standards and legal requirements.
- Nothing in this policy creates an employment relationship. All coaches remain self-employed contractors.

### **Contact Information**

For any questions or concerns regarding this Fair Pay Policy, please contact [hugh@calculatedperformance.co.uk](mailto:hugh@calculatedperformance.co.uk).

This policy was last reviewed on: 19/11/2025.

Signed: *H. Ferguson*

Date: 19/11/2025.