



Kit Policy

Policy brief & purpose

Purpose

This Contractor Kit & Presentation Policy sets out guidance relating to the use of Calculated Performance Ltd (“the Company”) branded kit and presentation standards when independent, self-employed contractors deliver services arranged through the Company.

This policy exists to protect brand integrity, safeguarding standards, and professional presentation. It does **not** create an employment relationship, disciplinary framework, or level of control inconsistent with self-employed contractor status.

Scope

This policy applies **only to self-employed contractors** engaged under a Coaching Services Contract.

Employees (if applicable) are subject to separate employment dress code policies.

Core Principles

- Contractors remain independent and self-employed.
- The Company may set reasonable conditions on the use of its brand, equipment, and client-facing presentation where services are delivered under its name.
- Compliance with this policy is a condition of using Company-issued kit and representing the Calculated Performance brand.



Issued Kit

- Contractors are issued one set of Calculated Performance branded kit for use when delivering agreed sessions under the Company's brand.
- Additional items may be purchased by the contractor if required.
- All issued kit remains the property of Calculated Performance Ltd and must be returned upon request or at the end of the engagement.

Presentation Guidance

When delivering sessions arranged through Calculated Performance Ltd, contractors are expected to:

- Wear visible Calculated Performance branded items to ensure brand consistency.
- Maintain a clean and professional appearance.
- Observe grooming standards appropriate to a youth coaching environment. Grooming practices connected to religion, ethnicity, or cultural identity are fully respected.
- Take reasonable care of issued kit.
- Wear suitable sports footwear appropriate to the surface and activity. Casual footwear or inappropriate gym trainers should not be used during sessions.
- Use a suitable timekeeping device during sessions. Mobile phones should not be used for timekeeping during delivery unless expressly agreed.

This guidance applies only while delivering services under the Company's name and does not restrict contractors outside those engagements.

Loss, Damage, and Charges

- Contractors are responsible for reasonable care of issued kit while in their possession.
- Where kit is lost or damaged due to negligence or misuse, the Company may invoice the contractor for reasonable replacement costs.



Non-Compliance and Contractual Remedies

Where a contractor:

- repeatedly fails to meet agreed presentation standards while representing the Company's brand, or
- misuses or fails to return Company property, or
- acts in a manner that undermines brand or safeguarding standards,

Calculated Performance Ltd may take proportionate contractual action, including:

- requiring the issue to be remedied
- restricting future session allocations
- invoicing for replacement or repair of Company property
- terminating the engagement in accordance with the Coaching Services Contract

Contractors are **not subject to internal disciplinary procedures** applicable to employees.

Relationship to Contract

This policy must be read alongside the Coaching Services Contract. In the event of any inconsistency, the contract terms shall prevail.

Nothing in this policy creates an employment relationship, mutuality of obligation, or entitlement to work.

Review

This policy may be reviewed periodically to ensure continued relevance and compliance. Any material changes will be communicated to contractors.

This policy was last reviewed on: 19/12/25

Signed: Hugh Ferguson

Date: 19/12/25

