Cookie Policy

This Cookie Policy explains how cookies and similar technologies are used on the Fledgling Work website.

Fledgling Work is a trading name of **Ruby Magpie Ltd**. For information about how we use and protect personal data more generally, please see our Privacy Policy.

What are cookies?

Cookies are small text files that are placed on your device when you visit a website. They help websites function properly, remember preferences, and understand how people use the site.

Cookies do not usually identify you personally, but they may collect information about your device, browser or behaviour on the website.

How we use cookies

We use cookies to:

- make sure the website works properly
- improve how the website performs
- understand how visitors use the site
- help us improve content and user experience

Some cookies are essential for the site to function, while others help us analyse usage or support marketing activity.

Types of cookies we use

Strictly necessary cookies

These cookies are required for the website to function correctly. They enable core functionality such as security, page navigation and access to forms.

The website cannot function properly without these cookies.

Analytics and performance cookies

These cookies help us understand how visitors use the website, for example which pages are visited most often and how users move around the site.

This information is aggregated and anonymous and helps us improve the website.

We may use tools such as Google Analytics or similar services for this purpose.

Marketing cookies

Marketing cookies may be used to track visitors across websites and help deliver relevant content or measure the effectiveness of marketing campaigns.

These cookies are only used if you give your consent.

Managing your cookie preferences

When you first visit our website, you will see a cookie banner giving you the option to accept or reject non-essential cookies.

You can also control cookies through your browser settings. Most browsers allow you to block or delete cookies, although doing so may affect how the website functions.

You can find out more about managing cookies at: https://www.aboutcookies.org

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Changes to this Cookie Policy

We may update this Cookie Policy from time to time to reflect changes in technology, law or how we use cookies.

Any updates will be posted on this page.

Last updated: **29 January 2026**

Contact us

If you have any questions about this Cookie Policy or how cookies are used on the website, please contact:

hello@fledgling.work

Final checklist for you

To be fully covered,