



Website Terms of Use

Last updated: 29 January 2026

These Website Terms of Use apply to your use of the Fledgling Work website.

Fledgling Work is a trading name of Ruby Magpie Ltd. By accessing or using this website, you agree to these Terms of Use.

If you do not agree, please do not use the website.

1. About us

Fledgling Work is operated by Ruby Magpie Ltd, a company registered in England and Wales under company number 07354898, with its registered office at 23 Patterson Road, London SE19 2LE.

References to “we”, “us” or “our” mean Ruby Magpie Ltd trading as Fledgling Work.

2. Use of the website

You may use this website for lawful purposes only.

You must not:

- Use the website in any way that is unlawful or fraudulent
- Attempt to gain unauthorised access to the website or its systems
- Interfere with or disrupt the operation or security of the website
- Misuse forms, content or contact details

We reserve the right to suspend or restrict access to the website where misuse is suspected.

3. Information on the website

The content on this website is provided for general information only.

While we aim to keep information accurate and up to date, we do not guarantee that content will always be complete, accurate or current.

Nothing on this website constitutes legal, tax, financial or professional advice.

4. Services and other terms

Use of specific services on the website, including registering as an employer or candidate, is subject to separate terms:

- Employer Terms
- Candidate Terms

If there is any conflict between these Website Terms and the Employer or Candidate Terms, the relevant service-specific terms will apply.

5. Intellectual property

All content on this website, including text, graphics, logos and branding, is owned by or licensed to Ruby Magpie Ltd unless otherwise stated.



You may view and use content for personal or internal business use only. You must not copy, reproduce, distribute or use website content for commercial purposes without our permission.

6. Links to other websites

This website may contain links to third-party websites. These links are provided for convenience only.

We are not responsible for the content, accuracy or privacy practices of third-party websites. Please review their terms and policies before using them.

7. Availability of the website

We do not guarantee that the website will always be available or uninterrupted.

We may suspend, withdraw or change the website (or any part of it) without notice.

8. Limitation of liability

To the extent permitted by law, we are not liable for any loss or damage arising from your use of, or inability to use, the website.

Nothing in these Terms limits liability where it would be unlawful to do so.

9. Changes to these terms

We may update these Website Terms of Use from time to time. Any changes will be posted on this page.

Your continued use of the website means you accept the updated terms.