

Fledgling Work – Candidate Terms

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These Terms are between you and Fledgling Work Ltd (company number 17314126, registered office: 23 Patterson Road, London, SE19 2LE). References to "Fledgling Work", "we" or "us" mean Fledgling Work Ltd.

Please read and accept the Fledgling Work Candidate Terms before continuing.

By ticking this box, you confirm that you have read, understood and agree that:

- You may communicate directly with employers introduced by Fledgling Work
- You must not accept payment outside Fledgling Work for introduced projects
- Permanent or salaried employment with an employer introduced by Fledgling Work may be agreed at any time. If this happens within 12 months of the Introduction, the employer pays Fledgling Work a transfer fee – you pay nothing
- You agree to be legally bound by these Candidate Terms

Key points

- All work is paid, project-based and clearly scoped
- You are independent and responsible for your own tax
- All payments for your projects go through Fledgling Work
- For 12 months after an Introduction, all project work with that employer must go through Fledgling Work
- You are paid your agreed project rate in full – you pay no fees to Fledgling Work
- You must deliver the agreed scope of work

1. Your status

You are an independent individual and not an employee, worker, contractor or agent of Fledgling Work. You are responsible for your own tax, National Insurance, insurance and legal obligations.

You are free to take on other work, study or employment alongside your Fledgling Work projects. Arrangements with an employer introduced by Fledgling Work are covered in section 7.

2. Projects and scope

All projects must have a clear written scope agreed before work begins. You must deliver the agreed scope within the agreed timeframe. Any additional work must be agreed in advance.

Projects may be one-off or rolling monthly. For rolling monthly projects, the agreed scope will continue to apply each month without needing to be rewritten, unless you and the employer agree changes in writing. Projects must not be structured as hourly work or as open-ended arrangements without a defined scope.

3. Payment

Your project rate is confirmed to you in writing by Fledgling Work before work begins. Employers pay project fees upfront to Fledgling Work. Fledgling Work holds fees securely and releases your project rate to you at the end of each month, once the agreed monthly scope of work has been delivered and Fledgling Work has received your invoice.

Fledgling Work does not charge you any fee and does not deduct anything from your project rate. Fledgling Work's fees are paid by the employer. Through Fledgling Work you get matched opportunities, support throughout your project, and a real work example to add to your portfolio.

If you or the employer gives 14 days' written notice to end a project part way through a month, you will be paid pro rata for the work completed.

You must not request or accept payment directly from an employer for any project introduced via Fledgling Work.

4. Definition of Introduction

An Introduction occurs when Fledgling Work connects you with an employer or shares sufficient information to enable you to identify, contact or engage with that employer, whether directly or indirectly.

5. Disputes

If a dispute arises regarding delivery of the agreed scope of work, Fledgling Work may review the written scope and evidence provided and decide whether payment should be released, withheld or partially refunded.

6. Anti-circumvention

Direct communication with employers introduced by Fledgling Work is permitted.

You must not:

- Accept payment directly from an employer for an introduced project
- Carry out project-based work outside Fledgling Work for an employer introduced by Fledgling Work
- Help an employer bypass the platform to avoid Fledgling Work's fees

If you engage directly with an employer introduced by Fledgling Work for project work outside the platform within 12 months of an Introduction, you may be removed from the platform. This does not apply to permanent or salaried employment, which is covered in section 7.

7. Completion of projects and future engagement

Within 12 months of an Introduction, any additional project-based work, repeat projects, extensions to scope, or continuation of project work must be agreed and paid for via Fledgling Work.

Once 12 months have passed since the Introduction, you are free to work with that employer directly, on projects or in employment, outside Fledgling Work.

If an employer introduced by Fledgling Work offers you permanent or salaried employment within 12 months of the Introduction, you are free to accept it. The employer will pay Fledgling Work a transfer fee of £600 under the Fledgling Work Employer Terms. You will not be charged any fee.

Fledgling Work is not a party to any such employment.

8. Intellectual property

Unless otherwise agreed in writing with the employer, intellectual property you create in each month of a project will belong to the employer once payment for that month's work has been released via Fledgling Work.

9. Termination

Fledgling Work may suspend or remove your access to the platform if you breach these Terms or misuse the service.

10. Governing law

These Terms are governed by the laws of England and Wales. The courts of England and Wales shall have exclusive jurisdiction.