**FESTIVAL VOLUNTEERS’ TERMS AND CONDITIONS**

* All Volunteers must be 18 years old or over.
* Volunteers are responsible for arranging their own transport to and from Festival events. Please see the website ([www.canterburyfestival.co.uk](http://www.canterburyfestival.co.uk)) for more details on how to get to the Festival venues.
* Although Volunteers give their time freely (and the Festival appreciates that Volunteers are under no obligation to give their time), they agree to support the Festival as events and tasks require, and as directed by the Festival Staff.
* Volunteers agree to support as a minimum the events and duties they have been allocated as confirmed (with possible agreed amendments/ additions) with the Festival.
* Volunteers agree to arrive at the stated duty time and to remain on duty until released by Festival staff.
* In the unlikely case that Volunteers cannot for any reason report for the events/duties they have been allocated, they will inform the Festival at the earliest possible opportunity.
* Absence from agreed events/duties without very good reason will jeopardise future volunteering opportunities or result in a warning and possible dismissal from Festival involvement.
* In accordance with the Health and Safety at Work Act 1974, employees, Volunteers and others engaged in activities have a duty to take reasonable care to avoid injury to themselves and/or to others in all activities.
* The Festival’s Equality policy seeks to ensure that no person is given less favourable treatment, consideration or are disadvantaged in any way on the grounds of age, disability, gender, marital status, race, religious beliefs, sexual orientation or any other individual characteristic which may unfairly affect a person’s opportunities in life. Volunteers are expected to respect this policy and conduct themselves accordingly.
* All persons engaging in volunteering activities should take proper care of their personal belongings. The Canterbury Festival cannot be responsible nor accept liability for any loss of or damage to personal belongings.
* The Festival holds personal data in compliance with the Data Protection Regulations. All persons have the right of access to the information being held about them and no information will be disclosed to third parties without their consent.
* Photographs may be taken at the events which are sometimes subsequently used for publicity purposes. If anyone does not wish to be featured in publicity under any circumstances it is their responsibility to inform staff.