



Beltane Fire Society

Court Volunteer Agreement

Thank you for taking on the task of being a member of the Court for Beltane Fire Society - this agreement is designed to assure you of our appreciation of your commitment to volunteering with us and indicates our commitment to do the best we can to make your journey through the festival a positive and rewarding one.

This agreement should be read alongside the **Court Role Description**, **Volunteer Policy**, and our **Code of Conduct**. You should also have read the **Health and Safety Agreement**. You can find copies of these at www.beltane.org/members-info/policies-guidance-and-forms.

Please note that this is a voluntary agreement only which may be cancelled at any time by either party and does not constitute a contract of employment.

Support Persons

If you have difficulties or questions regarding your role, contact the Blues in the first instance.

Role Description

The purpose of the role of a member of the Court is to act as a representative or embodiment of the Figures who are the focus of our festivals. They are a link to our history and traditions; they are also key performers in our Beltane and Samhuinn events, and act as role models to the rest of the Society. They must have an understanding of the history of their role and where it sits within the festival, and within the community of BFS.

Court Volunteer Commitments

- I will fulfil my role as outlined in the **Court volunteer role description** below.
- I will adhere to and exemplify the **Code of Conduct** and follow all of BFS's policies and procedures.
- I am responsible for my own actions whilst volunteering for the Society. I am accountable to the society as a whole; I will always act transparently and fairly, and with respect.
- I acknowledge that as a senior participant, others may turn to me for support and guidance. I will ensure that my practices and behaviour whilst volunteering for the Society reflect this acknowledgement.
- I will work collaboratively with my fellow Court members, Blues, the BFS board, Event Coordinator, and all GOs to help create a beautiful and safe festival.
- I will ensure that I manage my time well, meet the deadlines as set out by the Event Coordinator and Board, and coordinate with other Court members, the Blues, Board, and GOs well and communicate where I cannot fulfil my commitments in reasonable time.
- I will discuss with the Event Coordinator and / or Board in good time of any major changes to the nature of the performance of the Court, especially where this may affect how other groups interact with us.
- I will ensure that the rehearsals risk assessment is adhered to where I am asked to provide workshops etc. for groups.

- I understand that my behaviour on site and around town in the run up to, and directly following the festival will directly affect the Society's reputation.
- I recognise that many BFS activities are not suitable for those under 18. I understand that if I bring my children to any group or BFS activity, I am responsible for their care and wellbeing, and that they may not be left unsupervised or unattended. I understand that, for photographs of children to be taken, the legal guardian's consent must be obtained first.
 - If I am organising any activity involving children, I will notify the Event Coordinator and include childrens' safety in the risk assessment. I will refer to and follow the processes in the BFS Protection of Vulnerable Adults and Children Policy.

Digital Content

- I agree that any content I submit for an Online Festival may be used by BFS under the Creative Commons Licence "Attribution-ShareAlike 2.0 Generic (CC BY-SA 2.0)", and hosted on BFS' official website and social media accounts. The details of this licence can be found [here](#).

I confirm that all parts of any digital content I submit is the work of my group, or is otherwise shareable under a Creative Commons licence, unless agreed in advance with the Event Coordinator or Comms Coordinator.

Role Time Commitments

I am aware that the role of a Court member is versatile and changeable and that hours may change on a per week basis:

- 10-20 hours per week late Feb - April
- 10-20 hours per week late August to October
- May include Pre and Post festival debrief and selection processes outwith the above.

Our Commitments To You

- Beltane Fire Society agrees to support you in your role as a Court member as much as it can.
- The Event Coordinator and Blues will have regular contact sessions with you while you are volunteering with us to allow you to raise any issues you wish to talk about and also help identify any relevant support needs.

- Beltane Fire Society will provide you with access to an information pack containing a Court member volunteer role description, any health and safety information relevant to your role and also a volunteer handbook.
- You will be given guidance and key information by Blues and EC, and may request one-to-one sessions with the festival secretary or board chair at any time.
- Formal training on fire safety can be delivered if required and skill-sharing and workshops with others is actively encouraged.



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Court Role Description

This document describes the skills, qualities and responsibility areas of a Court Member.

You must have read and accepted this document before signing up as a member of the Court.

Skills and Qualities Required

Volunteers will come from a wide range of backgrounds and will have many different qualities and skills. Essential qualities for this role are:

- A demonstrable ability to uphold the BFS Code of Conduct, and serve as a role model in that regard.
- Active and recent participation with Beltane Fire Society and our festivals: contributing effectively to our community and performances.
- Strong interpersonal skills: empathetic, a good listener, ability to work well with creative groups and bring people together.
- Charismatic, engaging and inspiring: ability to express and represent emotions and sentiments; to bring out creativity and performance in others.
- Respects and embodies the principles and qualities of our community, including: equality, respect for humanity and the environment, connection with BFS history, culture and creativity.
- Exceptional performance skills and presence.
- Ability and willingness to engage collaboratively with volunteers (GOs, Blues, Trustees) and contractors (Event Coordinator, Communications Coordinator) as part of a creative process.
- Clear interest and commitment to the role, the success of the festival and our charitable goals.
- Ability to attend and fully engage with key dates including: GO weekend, rehearsals, walkthroughs, the festival itself.
- The ability to use IT to communicate and receive information, forms and requests, and basic numeracy / budget skills.

Specific Tasks

These are tasks that are generally expected within BFS of someone taking on the role of a Court member. It is not necessary for every Court member to be able to do all of these things, but they should be able to do the majority.

- Share the traditions, story and ritual components of their own role within BFS and the quarter day festivals with other members and volunteers.
- Create a storyline and work together as a strong and supportive Court.
- Maintain effective working relationships with Blues, GOs, key board contacts and the Event Coordinator and other contractors.

- Perform in the role of their Court figure within the festivals.
- Attend and engage collaboratively with others at the GO weekend and GO meetings.
- Maintain a budget/record of expenditure.
- Complete and submit key information, such as risk assessments.
- Communicate effectively with other Court members, Blues, Event Coordinator, other GOs, Board and volunteers.
- Answer questions from the community.
- Report any safeguarding, welfare, or health & safety concerns to the Blues or a Board member. This may include concerns you personally have, or have been made aware of by someone else. If in doubt you can email our safeguarding committee at safeguarding@beltane.org, which is a confidential inbox. They can provide advice and act on information provided.

Task description last updated: July 2022