



# Beltane Fire Society

## Festival Volunteer Agreement

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Thank you for becoming a festival volunteer for a Beltane Fire Society festival! This agreement is designed to assure you of our appreciation of your 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 **Festival Volunteer Role Description** (below) and our [\*\*Code of Conduct\*\*](#). You should also have attended a briefing whereby at a minimum a Group Organiser or other senior member has read the [\*\*Health and Safety Agreement\*\*](#).

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.

Updated February 2026

## Festival Volunteer Commitments

- I will fulfil my role as outlined in the **Festival Volunteer role description** below.
- I will adhere to and exemplify the **Code of Conduct** and follow BFS's policies and procedures.
- I am responsible for my own actions whilst volunteering for the Society. I am accountable to my group and to the society as a whole; I will always act transparently and fairly, and with respect. I understand that my behaviour on site, and around town in the run up to/directly following the festival, will directly affect the Society's reputation.
- I will work collaboratively with the Event Coordinator, Blues and all Group Organisers (GOs) to help create a beautiful and safe festival.
- I will promptly submit any information Group Organisers require for my participation in BFS activities.
- I will listen to and adhere to all health and safety instructions given to me by my GOs. I will read any provided risk assessments for the activities I participate in.
- I will ensure that I manage my time well, meet the deadlines set out by my GOs, and communicate promptly if I cannot fulfil my commitments in reasonable time.
- I will discuss in advance with my GOs any ideas I'd like to bring to my role which may be controversial, that have the potential to cause reputational issues for BFS, or may be perceived as having a negative impact on others or the festival.
- I recognise that many BFS activities are not suitable for those under 18. I understand that if I bring my children to any group practice 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.

## 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

- Following initial induction and training, your agreed time commitment is for around 4-20 hours per week for the duration of the festival, depending on the group. You should also be available for the post-festival debrief if possible. Group organisers (GOs) should give you an outline in advance of the group’s likely time commitment.

## Our Commitments To You

- Beltane Fire Society agrees to support you as much as it can.
- BFS endeavours to create a safe and fair environment for all of its members. If at any time you feel unsafe or unfairly treated in BFS, you have the right to support: seek support within your group where possible, but if needed also from the BFS Blues ([blues@beltane.org](mailto:blues@beltane.org)) or the BFS safeguarding committee ([safeguarding@beltane.org](mailto:safeguarding@beltane.org))
- Your Group Organisers will have regular guidance, support and update sessions with you while you are volunteering with us, and members of the Blues and BFS board will be available for any queries you feel your GOs cannot address.
- If you need any additional training/support, then please contact your Group Organiser and they will direct you to the appropriate resources, or supply training or support themselves. This will help you get the most from your role, allow you to raise any issues you wish to talk about and also help identify areas for improvement.
- Group organisers will provide you with information on safe practice at meetings, which you should endeavour to follow.



# Beltane Fire Society

## Festival Volunteer Role Description

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This document describes the skills, qualities and responsibility areas of a Festival volunteer. **You must have read and accepted this document before signing up as a Volunteer.**

### **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

- Ability to uphold the BFS Code of Conduct
- A friendly and collaborative manner
- Good communication skills
- Interest in the festival and society
- Willingness to learn and participate
- Skills and experience in relation to specific group activity (such as relevant performance or technical skills)

### **General Tasks & Behaviour**

These are tasks that are generally expected within BFS of someone who has joined a group. These are the basis of your participation with Beltane Fire Society. Further specific tasks and expectations may be put upon members of particular groups - GOs of those groups will make this clear before selection.

- Turn up on time and prepared for group meetings.
- Submit, promptly, any information your GOs ask you for.
- Listen to and apply safety instructions given to you by your Group Organisers.

- Engage with and actively participate in activities that your GOs set out, to the best of your abilities.
- Work collaboratively with your fellow group members and GOs on group tasks.
- Engage with other groups / volunteers and their stories with respect.
- Ask questions of those around you if you are uncertain of any aspect of the festival, performance, themes or stories.
- Be aware of and take direction from GOs, Blues, Event Coordinator, Stewards or any others in charge at communal events such as Walkthroughs or on the night.
- 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](mailto:safeguarding@beltane.org), which is a confidential inbox. They can provide advice and act on information provided.

***Agreement terms last updated: August 2022, this document update Feb 2026***