

Volunteer Code of Conduct

At the National Folk Festival We:

Comradeship & Teamwork

- Work together to create an event and environment that is inclusive, supportive and encouraging to all, promoting participation and cooperation
- Recognise and acknowledge each other's skills, abilities and achievements share the load and provide encouragement
- Help others achieve their endeavours and aspirations
- Acknowledge that we rely on each other and our combined efforts exceed the sum of our individual efforts

Respect

- Treat each other with courtesy, sensitivity, tact, consideration and respect

Trust

- Value the trust we have in each other
- Honour the confidentiality people may place in us honesty & truthfulness
- Are truthful with our colleagues and ourselves
- Express our views openly and directly without fear or favour, with tact and in accordance with known, available facts
- Acknowledge we sometimes make mistakes and accept responsibility for our actions

Commitment

- Believe in doing a job the right way and with appropriate enthusiasm
- Take pride in our actions and tasks being undertaken
- Share and promote the culture, purpose and objectives of our event
- Ask for support when needed
- Keep the Festival office informed about changes to our circumstances

Safety

- Take care of, respect and support each other
- Promote healthy and safe work practices
- Foster an environment of well being, happiness, health and prosperity
- Respect and use all equipment in the way in which it was intended
- Report all injuries, illnesses, accidents and near misses immediately to the appropriate people
- Recognise that common sense is fundamental to our safety

Drugs and Alcohol

- Do not be under the influence of alcohol while on shift.
- Respect the festivals zero tolerance towards illegal substances

Self Discipline

- Exercise self control in managing stress, anger and our attitude in general
- Recognise our limitations and those of others

Communication

- Practice effective listening
- Value two-way communication
- Seek advice whenever appropriate
- Respect constructive comment and feedback

Leadership & Discipline

- Give clear directions
- Lead in a responsible, patient and encouraging manner
- Recognise the Chain of Command as part of our festival structure and use it to support our activities as appropriate
- Share leadership through delegation and empowerment

Equity & Diversity

- Stand up for the rights of others as well as our own
- Treat all people as unique individuals and value their beliefs, opinions, knowledge and experiences irrespective of race, religion, colour, age, gender, creed, or musical tastes
- Assign roles according to talents and abilities