

Volunteers' Charter

CAMRA recognises the importance of its volunteers in campaigning, building awareness and generating income. CAMRA's National Executive will endeavour to ensure that volunteers are valued, supported and treated with respect.

This Charter sets out the principles that underpin CAMRA's volunteering activities and that should be followed by all CAMRA members. It is a statement of values and is not intended to be a contract. CAMRA volunteers are people who contribute their time, energy and skills to support CAMRA without payment. They are the lifeblood of the organisation. CAMRA believes that it is important that they enjoy any volunteering they undertake. CAMRA volunteers have the right to say no to any activity that they do not wish to take part in or with which they feel uncomfortable.

CAMRA's responsibility to volunteers

- To make you feel welcome and appreciated and to treat you with respect.
- To ensure that you can volunteer safely.
- To enable you to work alongside people who share and support your interests.
- To give you the chance to learn new skills and to be given training where relevant.
- To offer you tasks that support CAMRA's aims.
- To give you clear contacts for support and advice.
- To be clear in what you are being asked to do.
- To ensure that your opinion is welcomed and treated with respect.
- To listen to, and take seriously, any concerns you may have.

Responsibilities of CAMRA volunteers

- To work together to achieve CAMRA's aims and objectives.
- To be clear about what commitment you can give.
- To try to give reasonable notice if you are unable to fulfill that commitment.
- To be prepared to be flexible.
- To adhere to CAMRA's policies, procedures and legal requirements.
- To avoid any actions that would bring CAMRA into disrepute.
- To inform the relevant CAMRA official (national, regional or local) of any problems and issues you encounter as a volunteer.
- To ask for help and guidance when it is needed.
- To respect other volunteers and staff.

Problems

Although we hope that there will not be any problems or complaints, CAMRA has documented processes in place to help us deal with them effectively and fairly.

Equal Opportunities

All activities performed under CAMRA's name need to comply with CAMRA's Equal Opportunities Policy, i.e. to treat everyone fairly regardless of gender, sexual orientation, age, disability, religion, race, ethnic or social/economic background. This includes behaviour towards the public as well as towards other volunteers.



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