

2025 Festivals Handbook

Welcome to the 2025 festival season!!



As an organisation, we defend the natural world and promote peace by investigating, exposing and confronting environmental abuse, and championing responsible solutions for our fragile environment. In order to do this, we need people to become involved in our campaigns, and having a presence at festivals and events allow us to spread our message about what Greenpeace is doing to protect our natural world for future generations.

Our setup will offer the public the chance to become immersed in our campaigns in unique and interactive ways. We are continuously evolving our space creatively using art and immersive technology. Fundraising at festivals also means you can interact with a huge number of people from all over the UK.



Historically Greenpeace has always attended a few festivals every summer, however in the past five years we have attended around 100 events each year, some small, some big – and it has been really successful! This year, we plan to continue the successes of previous years. This means that there will be an opportunity for all of you to apply and attend festivals.

Both Coordinators and fundraisers will need to register for interest if they wish to go to any of the festivals this summer. The costs involved with attending festivals are high, therefore we expect everyone to fundraise 100% of their allocated hours, and expect a higher points per hour than you may get on the door, so we ask that everyone wishing to apply to work at a festival is confident that they can definitely commit to the events they wish to go to, and they are willing to put in 100% effort to hit the target of at least 1040 points a day (bearing in mind that the footfall at most festivals is high, so you will talk to more people than an average day on the doors).

If you haven't had the opportunity to work at festivals before don't worry, we will provide extra training and provide support whilst you are there. Some of the festivals are more 'street' styles of fundraising, others involve being indoors, or others working from our immersive forest and ocean eco-domes or our graffitied eco-marquee.



Please see below some of the main festivals we will be attending.

If you want to attend festivals this year, please send an email at fesuk@greenpeace.org highlighting your available dates over the summer.

We will then decide on festival teams and let you know where you've been selected and when. This will be decided on performance, attrition, behaviour and general reliability.

Any new festivals booked after this handbook is sent out will be added, so keep an eye out for any updates.

The dates below are **NOT INCLUDING** travel days.

Dates	Festival
22/05 - 25/05	Bearded Theory
24/05 - 26/05	Syon Foodies
30/05 - 01/06	Wychwood Festival
05/06 - 08/06	Earthfest
07/06 - 08/06	Lambeth Country Show
13/06 - 15/06	Download
12/06 - 15/06	Eden Festival
19/06 - 22/06	Isle of Wight
21/06 - 22/06	Free From Show
25/06 - 29/06	Glastonbury
04/07 - 06/07	Timber
04/07 - 06/07	Love Supreme
10/07 - 13/07	Noisily
12/07	Kaleidoscope

18/07 - 20/07	Bristol Harbour
17/07 - 20/07	Wild Gardens
24/07 - 27/07	Latitude
31/07 - 03/08	Camp Bestival
31/07 - 03/08	Kendal Calling
31/07 - 03/08	Wilderness
06/08 - 10/08	Boardmaster
06/08 - 10/08	Boomtown
08/08	Southfacing
14/08 - 17/08	Greenman
14/08 - 17/08	We Out Here
21/08 - 25/08	Reading Festival
21/08 - 24/08	Tunes in the Park
21/08 - 24/08	Shambala
21/08 - 25/08	Into the Wild

The festivals are a lot of fun, and usually the highlight of the fundraising calendar. There are few jobs where you can get paid to attend some of the world's best festivals! People are usually in a good mood, and there is a fun atmosphere to work in, and you get to know lots of other fundraisers from around the country. That said, it is not all rosy frolicking in a field, so I would like everyone to be clear on a few points:

- At most festivals you will be required to camp, and will sometimes be required to share a tent.
- The same code of conduct applies at festivals; you need to be presentable and fit for work and be on time for every shift. Turning up hungover, or drinking on the job is not acceptable, and conduct procedures apply in the same way as normal.

- The festivals are hard work! You talk to hundreds of people every day. You may also be surprised to find that it is not as easy as some people expect it to be, you will need to put in the work to get the results.
- Although we don't aim to talk to anyone who is drunk, inevitably you will come across some people under the influence of alcohol.
- Despite being in an incredible setting, you are at the festivals to work, so you will be working for much of the time that bands are playing, so may not get to see much of the music during the day.
- It's the UK, it rains. Those who went to Glastonbury 2016 will testify to how muddy festivals can get. Please be prepared to have to get muddy and be shower deprived for a few days. You will need to provide your own wellies and waterproofs.

Drugs, Alcohol and Smoking Policy

We would like to culture an environment at festivals in line with that of Greenpeace's value of personal responsibility. As managers we do not want to have to remind anyone of the code of conduct – having to remind people of what is acceptable is not a fun part of our jobs and can create an uncomfortable atmosphere for everyone concerned. Therefore please note that the code of conduct is every bit as enforced at festivals as it is fundraising anywhere else.

Whilst some people may feel that certain drugs are socially acceptable, we ask that everyone is respectful of each other's different tolerance levels and do not put others in situations in which they may feel uncomfortable. A lot of people are uncomfortable around drugs and may not feel confident enough to tell their colleagues – so please do not put them in that situation. There may be circumstances others have been in that you are unaware of, and they have made choices to remove themselves from being around drugs. We want to create a **safe space** for everyone when working with Greenpeace at festivals.

We therefore do not allow illegal drug use in the Greenpeace area – in the field, campsite or around the fire. Please be aware that as paid fundraisers you are expected to follow your code of conduct regardless of what others around you may be doing - please do not be guided by what you observe to be acceptable - as it often isn't. Fundraisers must not allow the use of drugs or alcohol outside of working hours to adversely affect their job performance or behaviour, jeopardise their safety or the safety of others, and adversely affect public trust in the ability of the

organisation to carry out its responsibilities or damage our reputation. **We will follow the conduct procedures for anyone found to break this rule, which will involve removal from the festival and a conduct meeting on return to work which could mean removal from our campaign.**

No one should feel uncomfortable whilst working on behalf of Greenpeace. Smoking is permitted in the Greenpeace area (out of uniform). If you wish to smoke please dispose of your cigarette ends in appropriate bins. Equally please be mindful of others when you smoke – no one should be subjected to breathing in smoke from others whilst they are in a work environment – again most people will be too polite to say anything – so please be mindful of this.



You will also receive a subsistence allowance per meal. This is to cover the difference between eating at home and eating at a festival.

I look forward to hearing from you all and to having an amazing summer at these incredible events!

If you have any questions at all please feel free to contact me.

Phone: 07785471524

Email: festivals.f2f.uk@greenpeace.org

Thanks so much!

[Garance d'Alverny](#)

