

Volunteer Charter Curious.Earth

Curious.earth is entirely volunteer-led and managed. Our volunteers are the heart of what we do, and we aim to make sure that volunteering with us is enjoyable and rewarding. We believe that the volunteer relationship is built on trust and mutual understanding.

This agreement sets out:

- The definition of a volunteer, within curious.earth
- Our responsibilities and the support you can expect from us when you volunteer
- Your responsibilities and our expectations from you as a volunteer

Section 1 - Definition

Definition of a volunteer

A volunteer is anyone who commits their time and energy for the work of curious.earth, without financial reward. Volunteering brings its own rewards in terms of wellbeing and personal and professional development.

Definition of volunteering activity

Volunteering activities are undertaken by volunteers, to support curious.earth's mission to educate and inspire people on environmental issues. We have a number of volunteer roles within curious.earth:

- Writer and Editor
- Social Media content creator
- Email and web support
- Team Manager

Section 2 - Our Responsibilities

What you can expect from curious.earth:

- Curious.earth is a place of love and we will not tolerate any disrespectful language or behaviour.
- Curious.earth is equal opportunities and all volunteer opportunities are open to anyone.
- We will encourage a positive and supportive volunteering experience.
- We will introduce you to curious.earth, including our mission, values, and guidelines, and how your role fits into the organisation.
- We will provide a team manager who is responsible for role-specific training, and will support you throughout your time as a volunteer.
- We will not ask you to contribute financially to curious.earth, nor should you ever incur any expenses in the course of your volunteering.
- We will listen to feedback from volunteers, and will offer all volunteers the chance to be involved in decision making and contribute to the running of curious.earth through our Steering Group.

- We will do our best to ensure that volunteers have the support and opportunities for rest that are needed to maintain good mental health and wellbeing.
- If a volunteer has any issues, either personal or related to curious.earth, their Team Manager and / or the curious.earth General Manager will be available to listen and strive to resolve the issue.

Section 3 - Your Responsibilities

What we expect from our volunteers. Volunteers must:

- Commit to our mission and abide by our values in all activities.
- Be positive about curious.earth and our work.
- Respect each other. Curious.earth is a place of love and we will not tolerate any disrespectful language or behaviour.
- Consider your own mental health and wellbeing and that of other group members.
- Follow our policies and guidelines.
- Respect the agreed commitments regarding the amount of time and effort to be put into the volunteering activity and the quality that has to be delivered.
- Perform your activities to the best of your ability, with dedication and commitment.
- Meet agreed time commitments and give reasonable notice when you're not available so that arrangements can be made.
- Attend training and meetings when requested.
- If a volunteer misses 3 deadlines / meetings, they will be put on probation and an action plan will be agreed with their Team Manager. If necessary the volunteer may be asked to step down from the relevant group / role.
- Work in partnership with other team members.
- Ensure that confidential information is maintained. Do not share any curious.earth information with anyone outside of the family. Do not share other volunteers' contact details, information, content or images without their permission.
- Let your Team Manager and / or the General Manager know if you are having any problems or if you have any complaints, concerns or feedback.
- Volunteers can engage in different activities simultaneously or change roles after discussion with their Team Manager.

E-Signature:

Date: