



Camp Staff Terms and Conditions

General Requirements

- Information provided in the Official Staff Application Form must be honest and completed to the best of the staff member's knowledge.
- Staff must be a minimum age of **16 years** before they can work with The Underdog Games Ltd.
- Staff must comply with all instructions, policies, and reasonable requests issued by the Camp Manager or Camp Director.

Punctuality & Conduct

- Staff must arrive at camp at the times dictated by the Camp Manager or Camp Director. Failure to arrive on time may result in termination of employment.
- The Underdog Games Ltd is not responsible for staff safety or wellbeing outside of authorised work times or locations specified by the Camp Manager or Director.
- Any staff member whose conduct is deemed by the Camp Manager to be detrimental to the best interests of the programme, participants, or staff may be dismissed. Payment will be made for all days worked prior to dismissal, excluding the day of dismissal.

Health, Safety & Compliance

- Staff must comply with all health and safety instructions issued by the Camp Manager or Camp Director. Failure to comply may result in termination of employment.
- The programme operates to high safety standards. Participation in indoor and outdoor activities carries an inherent risk. The Underdog Games Ltd shall not be responsible for illness, injury, accident, or death unless caused by proven negligence on the part of the company, Camp Director, or Camp Manager.
- The Underdog Games Ltd maintains Public Liability and Employers' Liability Insurance. Personal Accident Insurance is the responsibility of the individual staff member.

Safeguarding & Child Protection

- The Underdog Games Ltd is committed to safeguarding and promoting the welfare of all children and young people participating in its programmes. All staff have a duty to protect children from harm and to act in their best interests at all times.

All staff must:

- Comply fully with the company's Child Safeguarding Statement and related policies.
- Maintain appropriate professional boundaries with children at all times.
- Treat all children with dignity, respect, and fairness.
- Never engage in behaviour that may be considered abusive, inappropriate, exploitative, or neglectful.
- Avoid being alone with a child where they cannot be observed by others, except where unavoidable and in line with safeguarding procedures.

Staff are required to:

- Hold valid Garda Vetting prior to commencing work where legally required.
- Immediately report any safeguarding concern, allegation, or disclosure to the Camp Manager, or Camp Director.
- Cooperate fully with any safeguarding investigation or statutory reporting obligation.



- Any breach of safeguarding obligations may result in **immediate suspension or termination of employment**, and where appropriate, referral to statutory authorities.

Photography, Video & Social Media

- No images, videos, names, or identifying information relating to children may be shared on social media, messaging apps, or any other platform.
- The Underdog Games Ltd may take photographs or video footage for promotional purposes. Staff who do not wish to appear in such material must notify management prior to their first day of camp.
- Any breach of this section will be treated as a **serious safeguarding violation**.

Programme Changes & Cancellations

- The Underdog Games Ltd reserves the right to cancel camps, modify activities, or change camp dates due to unforeseen circumstances. All work completed up to the point of cancellation will be paid.

Personal Property

- The camp accepts no responsibility for items lost, stolen, or damaged on the premises. Staff are advised not to bring valuables to camp.
- Lost property is not retained. Staff are responsible for ensuring all personal belongings are taken at the end of each camp day.

Medical Consent & Emergency Treatment

- In the event of illness or injury during authorised work hours or camp activities, staff consent to The Underdog Games Ltd arranging first aid, medical treatment, or emergency care where deemed necessary.

Staff acknowledge that:

- Reasonable efforts will be made to contact the staff member or their nominated emergency contact as soon as practicable.
- In an emergency requiring immediate treatment, medical professionals may proceed without prior contact.

Staff are responsible for:

- Declaring any relevant medical conditions, allergies, or medication requirements prior to commencing employment.
- Carrying any personal medication required during camp activities.
- The Underdog Games Ltd will act in good faith and with reasonable care but shall not be responsible for medical outcomes beyond its legal duty of care.

Emergency Contact Information

- Staff must provide accurate and up-to-date emergency contact details prior to commencing employment and notify management of any changes.

Final note

- These Terms and Conditions form part of your engagement with The Underdog Games Ltd and must be complied with at all times.