



Volunteering with The Underdog Games

Terms and Conditions 2026

1. Status of Volunteer Role

Participation as a Junior Volunteer with The Underdog Games Ltd is entirely voluntary and unpaid. This role does **not** constitute employment, a contract of employment, or a promise of future employment.

Junior Volunteers assist with camp activities **under the direct supervision of Camp Staff**.

2. Eligibility and Consent

Junior Volunteers must:

- Be aged between **13 and 15 years**
- Have a **parent or legal guardian** complete the online application form on their behalf
- Follow all instructions given by the **Camp Manager** or another supervising staff member

The Underdog Games Ltd reserves the right to refuse or discontinue a volunteer placement at any time.

3. Supervision and Permitted Duties

Junior Volunteers:

- Will **assist** Camp Staff or Camp Manager in running camp activities
- Will **never** supervise activities independently
- Will **not** be responsible for creating or leading camp activities
- Will **only** undertake age-appropriate tasks assigned by staff
- May accompany Camp Staff to the bathroom area but must **never escort** or supervise children independently or assist with toileting.



4. Conduct and Behaviour

Junior Volunteers are expected to:

- Behave **respectfully** and responsibly at all times
- Follow **camp rules** and safety instructions
- Treat all children, staff, and fellow volunteers with **kindness and respect**
- Avoid **inappropriate** language, behaviour, or physical contact

Any behaviour deemed unsafe or inappropriate may result in immediate removal from the volunteer role.

5. Health, Safety, and Wellbeing

Junior Volunteers must:

1. Follow all **health and safety** instructions
2. **Inform** staff of any illness, injury, or discomfort
3. **Participate** only in activities approved by staff
4. Have a parent or legal guardian sign an **Online Injury Waiver** form on their behalf prior to participation in the camp

Participation in camp activities involves physical movement and carries inherent risk. The Underdog Games Ltd will take reasonable measures to ensure safety but cannot eliminate all risks.

6. Safeguarding Responsibilities

Junior Volunteers must:

- Comply with The Underdog Games Ltd **Child Safeguarding Policy**
- Maintain **appropriate boundaries** with children
- Immediately **report** any safeguarding concern to a supervising staff member

Failure to follow safeguarding rules will result in immediate removal from the volunteer role.

7. Photography, Video, and Social Media

Junior Volunteers:



- Must not take **photographs** or videos of children
- Must not post or **share** any information about camp activities or participants on social media
- May appear in official promotional material unless a parent/guardian opts out in writing
- Must not use mobile phones or other electronic devices during camp hours

8. Personal Property

The Underdog Games Ltd is not responsible for personal items lost, stolen, or damaged. Volunteers should not bring valuables to camp.

9. Medical Treatment

In the event of illness or injury during volunteer activities, reasonable efforts will be made to contact a parent or guardian. In an emergency, Junior Volunteers consent to first aid or reasonable medical treatment being administered where necessary.

Parents/guardians remain responsible for all medical costs incurred.

10. Removal from Volunteering

The Underdog Games Ltd may end a volunteer placement at any time for reasons including safety, wellbeing, or conduct. No explanation is required.

11. Acknowledgement

These Terms and Conditions must be read and accepted by both the Junior Volunteer and their parent or legal guardian prior to participation.