

Haddstock volunteer policy

This volunteer policy is the foundation on which Haddstock involvement with volunteers is based and helps to define the role of volunteers within the organisation, and how they can expect to be treated.

About Haddstock

Haddstock aims to improve quality of life for residents of Haddington and the surrounding area through raising awareness of arts, inspiring ambition, developing skills and engaging with the community. We showcase local youth bands, first time players and amateur groups alongside emerging talent and professional musicians in a relaxed, inclusive setting. Our green ethos is woven through our events, small footprint and the use of Haddington's infrastructure to host the festival. The *garden* theme for 2026 will combine an open garden trail with botanical and environmental events. We have established relations with community partners and local businesses in order to deliver Haddstock and promote growth.

We started Haddstock in 2017 as we could see a gap that no other festival was filling in this part of East Lothian. We recognise our community's need for performance opportunities, social engagement, access to creativity and the wellbeing benefits that these activities deliver. Haddstock is not-for-profit and has always been accessible with the majority of activities and events being free of charge. In order to continue the festival, we apply for grants and funding to cover core costs and pay artists' and facilitators fees to maintain the quality of our event production, arts activities and performances and rely on volunteers to help run the events. Since inception, pandemic aside, audiences of over 4k have descended on the town on Haddstock weekend, filling venues and outdoor spaces with colour, noise and an abundance of creative energy.

Volunteering with Haddstock

Haddstock is run by a small team with a variety of arts and production skills who live in Haddington. Volunteering is essential to the festival's existence and enables us to deliver Haddstock for the community. In line with this, Haddstock seeks to involve volunteers to:

- ensure our events meet the expectation of attendees
- provide new skills and perspectives
- increase our contact with the local community we serve

Volunteer roles

Volunteers will act as stewards at events across the festival. Details of the role can be found in [Appendix I. Stewarding role 2026](#).

The roles will be promoted on social media and via VCEL. We will also offer volunteer opportunities to our sponsor companies and to volunteers from previous years.

This year there will be two paid supervisor roles, appointed by Haddstock Directors. The appointments were made from returning volunteers who have contributed significantly to the festival over multiple years and demonstrated development of their skills and experience within the Haddstock context.

Equality, diversity and Inclusion

All members of the Haddstock team whether part time, full time or temporary, will be treated fairly and with respect.

As a festival, Haddstock is committed to providing services to which all customers/users/clients are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, offending past, caring responsibilities or social class

For more information, see [Appendix II: Haddstock CIC EDI Equality, Diversity and Inclusion policy](#) and [Appendix III: Haddstock CIC Safeguarding Policy](#).

Induction and training

Volunteers will be emailed details of their role (see also [Appendix I: Stewarding role 2026](#)). Key tasks will be outlined on volunteer lanyards. All volunteers are expected to arrive 30 mins before their shift begins for a briefing.

Health and Safety and Insurance

Haddstock has Employer's Liability Insurance (ELI), carries out risk assessments for venues, ensures there are first aiders on duty. The emergency protocol is part of volunteers' induction and is outlined on their lanyard.

Our safeguarding policy can be read in [Appendix III: Haddstock CIC Safeguarding Policy](#).

Expenses

Volunteers will be provided with a meal during their shift, and will have access to water.

Reasonable travel expenses can be covered with proof of purchase. Details should be emailed to info@haddstock.co.uk after the event and will be paid promptly by bank transfer. The email should include:

- Which volunteer shift(s) the claim relates to
- Details of the journey taken
- Proof of purchase (e.g. digital receipt; scan/photo of a bus ticket)
- Sort code and account number of the volunteer's bank account for reimbursement

Support

Volunteers work alongside other Haddstock team members. New volunteers are paired at venues with an experienced member of the team (either someone who has stewarded before or is running the event). All volunteers join a Whatsapp group before the event where questions can be answered quickly. This is monitored by senior members of the Haddstock team.

We offer a tshirt to keep and a reference, as well as a volunteer experience that suits interest or career path i.e. literature, event management, customer service, sound engineering etc.

Any feedback from volunteers is welcomed and can be provided to Haddstock by contacting the management team during the event by phone or in person or by emailing info@haddstock.co.uk afterwards.

Saying thank you

We could not run the festival without volunteers. We want volunteers to feel valued and part of the team. We like to thank people in person as well as on the group WhatsApp after the event. We are also grateful for feedback and will take onboard any suggestions that have emerged from our volunteers' experience.

Managing challenging situations

We aim to identify and solve problems at the earliest possible stage. Volunteers can report any challenging situations and concerns and ask for help by phone from their staff supervisor, the Haddstock team or venue managers. There will always be someone nearby.

We're a small friendly team where volunteers email and speak directly with the Directors. We have an open door for anyone who would like to raise an issue. Anything raised would be treated seriously and appropriate action taken.

For information on managing safeguarding issues, please see [Appendix III: Haddstock CIC Safeguarding Policy](#).

Confidentiality

We take protecting the confidentiality of all those who participate in Haddstock seriously, whether performers, staff, volunteers or attendees.

Any personal data we hold is stored securely and accessed in accordance with data protection legislation.

We expect volunteers to respect the confidentiality of others and act responsibly, particularly in relation to the use of social media (see '[Social media](#)' section below). Failure to keep confidentiality could be considered a serious matter and may result in the volunteer being asked to stop volunteering.

Please see [Appendix IV: Haddstock CIC Privacy Policy - GDPR](#) and [Appendix III Haddstock CIC Safeguarding Policy](#) for more details.

Photography

Photographs are a valuable tool to record volunteering activities. However, we will always ask permission before taking photographs. Official photographers will be on hand to take photo/ video footage and will follow correct protocol. Volunteers may take footage of bands performing as permission has been granted. For any images/footage of other individuals, backs of heads and wide shots are safe. If someone is the foreground of your shot, show them on your camera/phone and check they are happy for it to be used on social media.

Social media

If the volunteer is expected to use social media as part of their role it will be made clear to them in the role description and briefing. All private accounts should be kept separate from those within the organisation. We expect all posts while volunteering with us, whether on official or private accounts, to be friendly, respectful and represent Haddstock's values as a community festival.

For further information, please see [Appendix V: Haddstock CIC Social Media Policy for Volunteers](#).

After the event

We commit to providing references for volunteers, on request.

We are open to repeat volunteers and are delighted to have volunteers who return to support Haddstock year after year.

Review

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13/01/2026

By Beki Dover

Appendix I: Stewarding role 2026

Thank you for volunteering to steward at Haddstock. We really appreciate your help as it enables the festival to take place and we hope that you enjoy the experience.

Key tasks:

- Know the fire exits
- Know the capacity (on your lanyard)
- Actively encourage donations

Throughout your shift please:

- Welcome musicians who are turning up to perform. It might be an unfamiliar place and/ or a new experience for them. Show them where to set up and introduce them to the sound engineer. Ask all performers if they would like a glass of water
- Make sure musicians have arrived on time for their set! Discuss any late running with the sound engineer who will endeavour to make up time. They have artist mobiles if you need to find out where someone is.
- Welcome the public as they enter the venue, say we are taking suggested donations and point them towards the red hat on the door and on the bar. If anyone turns away, say its ok to come in (as want to be inclusive) QR code is for card donations. Keep it positive and friendly.
- Do a regular headcount to check if the venue is within capacity. This will be on the top corner of the lineup poster at your venue. If it's close/ over, you must tell the venue manager and plan with them to close doors and operate one in one out policy. Exceeding capacity is one of the biggest risks at this event. We must be strict. If it feels uncomfortably crowded, feel free to use your initiative.
- Be friendly, chat with people, overlook what's happening and communicate any difficulties or queries promptly on Whatsapp.
- If you think first aid is required, consult the protocol and phone numbers in your lanyard. There are first aiders listed you can call directly or at The Victoria Inn.
- If someone looks like they are drunk or displaying rowdy or anti-social behaviour, this is the responsibility of the venue so please discuss with bar staff/ manager.
- If there is an evacuation of the venue for any reason, please follow the venue manager's direction.
- Please take photos and short videos to share on the team whatsapp group. This is a great way of documenting each hour. Over 18 bands have given photo permission. For crowd shots capture backs of heads or ask if someone is obviously in frame. Avoid under 18s unless you definitely have permission from their parent and say these may be used on social media. Thank you.
- We hope you have a fun experience!
- Any feedback from volunteers is welcomed and can be provided to Haddstock by contacting the management team during the event by phone or in person or by emailing info@haddstock.co.uk afterwards.

Appendix II: Haddstock EDI Equality, Diversity + Inclusion policy

Purpose

The purpose of this policy is for Haddstock to set clear intentions for equality of opportunity and following practices which are free from unfair and unlawful discrimination. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. This policy applies to all areas of engagement including recruitment, selection, training, deployment, and feedback. These areas are monitored, and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

Aim

The aim of this policy is to ensure that no applicant or member of the Haddstock team receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

Scope

The Haddstock team in the course of their work with Haddstock.

Our commitment as an organisation

Haddstock is committed to:

- creating an environment in which individual differences and the contributions of our team are recognised and valued
- entitling everyone on the team to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- providing training and development opportunities to all of the team
- understanding equality in our organisation is good practice and makes sense
- regularly reviewing all our practices and procedures to ensure fairness

All members of the Haddstock team whether part time, full time or temporary, will be treated fairly and with respect. Selection for any role or other benefit will be on the basis of aptitude and ability. All members of the team will be helped and encouraged to develop their full potential and the talents and resources of the team will be fully utilised to maximise the efficiency of Haddstock.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our organisation as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with the board and senior volunteers, individuals at all levels have a responsibility to treat others with dignity and respect. The personal

commitment of every member of the team to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout Haddstock.

Our commitment as a festival

Haddstock is committed to:

- providing services to which all customers/users/clients are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, offending past, caring responsibilities or social class
- making sure our services are delivered equally and meet the diverse needs of our service users and clients by assessing and meeting the diverse needs of our clients
- senior management fully supporting this policy
- selecting those for roles or any other benefit purely on the basis of aptitude and ability
- monitoring and reviewing this policy regularly
- having clear procedures that enable our customers/users/clients, candidates for roles and members of the team to raise a grievance or make a complaint if they feel they have been unfairly treated
- treating breaches of our equality and diversity policy as misconduct which could lead to disciplinary proceedings
- encouraging all members of the team to come forward with any issues they need assistance and understanding with, no matter their background, identity or circumstances, such as if they are victims of domestic abuse or have caring commitments.

Equal opportunity policy statements

Age

We will:

- ensure that people of all ages are treated with respect and dignity
- ensure that people of working age are given equal access to our opportunities, and
- challenge discriminatory assumptions about younger and older people.

Disability

We will:

- provide any reasonable adjustments to ensure disabled people have access to our opportunities
- Highlight wheelchair accessible venues and toilets on the Haddstock programme

Race

We will:

- challenge racism wherever it occurs
- respond swiftly and sensitively to racist incidents and
- actively promote race equality in the organisation.

Sex

We will:

- challenge discriminatory assumptions about people
- take positive action to redress the negative effects of discrimination against people
- offer equal access for people to representation, services, opportunities, training and pay and encourage other organisations to do the same.

Gender reassignment

We will:

- provide support to prevent discrimination against transgender people who have or who are about to undergo gender reassignment
- prohibit and respond to all instances of discrimination, both from colleagues and externally.

Sexual orientation

We will:

- ensure that we take account of the needs of lesbians, gay men and bisexuals, and promote positive images of lesbians, gay men and bisexuals.

Religion or belief

We will:

- ensure that team members' religion or beliefs and related observances are respected and accommodated wherever possible, and respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

Pregnancy or maternity

We will:

- ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity
- challenge discriminatory assumptions about the pregnancy or maternity of anyone on our team, and ensure that no individual is disadvantaged and that we take account of the needs of any team member's pregnancy or maternity.

Marriage or civil partnership

We will:

- ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership
- challenge discriminatory assumptions about the marriage or civil partnership of our team, and ensure that no individual is disadvantaged and that we take account the needs of any team member's marriage or civil partnership.

Ex-offenders

We will:

- prevent discrimination against our team members regardless of their offending background (except where required and/or permitted by law eg there is a known risk to children or vulnerable adults).

Equal pay

We will:

- ensure that all paid team members, male or female, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

Unconscious bias

Haddstock recognises the dangers of unconscious bias arising in the course of our activities, which is where an opinion is formed on an individual by a manager or colleague without them necessarily being aware they have formed it. There are many different forms of unconscious bias, ranging from an affinity towards those of a similar background to placing too much significance on what has been identified as a negative trait.

Haddstock will work against forms of unconscious bias in all decisions taken for opportunities or benefit, including recruitment and training opportunities, with a focus on promoting diversity and inclusion. In particular, Haddstock will implement the following:

- Omitting all personal questions from recruitment interviews
- Maintaining a diverse panel to make decisions
- Referring to specific role criteria when making recruitment decisions
- Discounting any favourable personal relationships with existing members of the team.
- Making decisions collectively between Directors

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Rebecca Dover
Director
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Appendix III: Haddstock CIC Safeguarding Policy

Purpose

The purpose of this policy is to protect people, particularly children and at-risk adults, from harm that may be caused due to their coming into contact with Haddstock C.I.C (“Haddstock”). This includes harm arising from:

- The conduct of the Haddstock Team in the course of their activities with Haddstock.
- The design and implementation of Haddstock’s programmes.

Policy

The policy lays out the commitments made by Haddstock, and informs members of the Haddstock Team of their responsibilities in relation to safeguarding. This policy does not include safeguarding concerns in the wider community, particularly independent venues running events that are not organised by Haddstock.

What is safeguarding?

In the UK, safeguarding means protecting people’s health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect. In the community arts sector, we understand it to mean protecting people, particularly children and at-risk adults, from harm that arises from coming into contact with the Haddstock Team, or our programmes. This definition draws from our values and principles and shapes our culture. It pays specific attention to preventing and responding to harm from any potential, actual or attempted abuse of power, trust, or vulnerability, especially for sexual purposes. Safeguarding requires proactively identifying, preventing and guarding against risks of harm, exploitation and abuse and having mature, accountable and transparent systems for response, reporting and learning when risks materialise. Those systems must be survivor-centred and also protect those accused until proven guilty. Safeguarding puts affected persons at the centre of all we do.

Scope

The Haddstock Team in the course of their work with Haddstock.

Policy statement

Haddstock believes that everyone we come into contact with in the course of their work with Haddstock has the right to be protected from all forms of harm, abuse, neglect and exploitation. Haddstock will not tolerate abuse, bullying and exploitation by anyone on the Haddstock Team. In particular we are committed to the following:

- Haddstock adopts an active participation model, involving participants in all stages of communication during early engagement, planning, action, and evaluation. This includes providing safe spaces to hear the thoughts, feelings and ideas of children and young people so they can be active contributors to the project.

- In this way, Haddstock is strongly committed to promoting the rights of children and young people by involving them as active decision makers and respecting their views (article 12, UNCRC).
- In addition, Haddstock provides a unique opportunity for ALL to be involved in an exciting community project either as performer, supporter, volunteer, or as an audience participant, that brings people together providing children and young people with access to play, culture and the arts as per their child's rights (article 31, UNCRC).
- At Haddstock, our approaches are committed to the principles of GIRFEC (Getting It Right For Every Child) - that our children and young people are supported to be responsible citizens; effective contributors; confident individuals; and successful learners. Specifically, through involvement in Haddstock activities and the wider project we aim to improve children and young people's wellbeing by supporting them to achieve the following SHANARRI outcomes:
 - Improved mental health and well-being (HEALTHY)
 - Positively engaged in learning (ACHIEVING)
 - Well developed sense of self-esteem and self-respect (NURTURED)
 - Well developed sense of identity and belonging (NURTURED)
 - Interests and talents developed through opportunities and encouragement (ACTIVE)
 - Sense of achievement obtained from engagement in activities (ACTIVE)
 - Actively and appropriately involved within the school/community (ACTIVE)
 - Listened to and views taken seriously (RESPECTED)
 - Works with others to resolve problems/conflict (RESPECTED)
 - Regular praise and encouragement received (RESPECTED)
 - Treated with dignity and respect (RESPECTED)
 - Improved communication skills (RESPONSIBLE)
 - Improved social skills (RESPONSIBLE)
 - Accepted and valued by parents/friends and peers/school/community (INCLUDED)
 - Included in a positive peer group (INCLUDED)
 - Meaningful and supportive friendships established (INCLUDED)

This policy will address the following areas of safeguarding: child safeguarding, adult safeguarding, and protection from sexual exploitation, bullying and abuse. Haddstock commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

1. Prevention

Haddstock responsibilities

Haddstock will:

- Ensure all members of the Haddstock Team have access to a copy of and are familiar with their responsibilities within this policy. This policy will also be visible at our Information Point at the event.

- Design and undertake all its programmes in a way that protects people from any risk of harm that may arise from their coming into contact with Haddstock. This includes the way in which information about individuals in our programmes is gathered and communicated.
- Implement stringent safeguarding procedures when recruiting, managing and deploying members of the Haddstock Team i.e. presence of youth workers and teachers at events for young people.
- Ensure all members of the Haddstock Team receive training on safeguarding at a level commensurate with their role in the organisation.
- Follow up on reports of safeguarding concerns promptly and according to due process

Responsibilities in connection with Haddstock

Child safeguarding

Persons covered by this policy must not:

- Engage in sexual activity with anyone under the age of 18
- Sexually abuse or exploit children
- Subject a child to physical, emotional or psychological abuse, bullying or neglect
- Engage in any commercially exploitative activities with children including child labour or trafficking

Adult safeguarding

Persons covered by this policy must not:

- Sexually abuse or exploit at-risk adults
- Subject an at-risk adult to physical, emotional or psychological abuse, or neglect

Protection from sexual exploitation and abuse

Persons covered by this policy must not:

- Exchange money, employment, goods or services for sexual activity

General

Additionally, persons covered by this policy are obliged to:

- Contribute to creating and maintaining an environment that minimises the risk of safeguarding violations and promotes the implementation of this policy
- Report any concerns or suspicions regarding safeguarding violations by persons covered by this policy to Haddstock.

2. Reporting

Haddstock will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available. Haddstock will also accept reports from external sources.

How to report a safeguarding concern

Anyone who has a complaint or concern relating to safeguarding should report it immediately to the Event Manager on duty or one of the 3 Haddstock board members - Beki, Helen or Fiona. If the person in question does not feel comfortable reporting to the Event Manager or board member available (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to any other appropriate member of the Haddstock Team. For example, this could be a senior volunteer.

3. Response

Haddstock will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations. Haddstock will apply appropriate disciplinary measures to anyone on the Haddstock Team found in breach of policy.

Haddstock will endeavour to signpost to sources of support for survivors of harm caused by the actions of any member of the Haddstock Team, regardless of whether a formal internal response is carried out (such as an internal investigation). Decisions regarding support will be led by the survivor.

Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with

safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need to know basis only, and should be kept secure at all times.

Glossary of Terms

The Haddstock Team - board members and volunteers, artists, sound engineers, videographers and photographers engaged directly by Haddstock.

Child - A person below the age of 18.

Harm - psychological, physical and any other infringement of an individual's rights.

Psychological harm - emotional or psychological abuse, including (but not limited to) humiliating and degrading treatment such as bad name calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation.

Sexual abuse - actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation - any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. This definition includes human trafficking and modern slavery.

Survivor - a person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience and the capacity to survive, however it is the individual's choice how they wish to identify themselves.

At-risk adults - sometimes also referred to as vulnerable adults. A person who is or may be in need of care by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

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Appendix IV: Haddstock CIC Privacy Policy

1. Who We Are

Haddstock is a non-profit community event managed by a volunteer committee. We are committed to protecting your personal information and complying with the UK General Data Protection Regulation (GDPR).

2. Information We Collect

We collect the minimum amount of data necessary to run the festival, which may include:

- Visitors/Ticket Holders: Name, email address, and ticketing data via e.g. CitizenTickets for entry and safety updates.
- Volunteers/Artists: Name, contact details, and skill sets for organizing the event.
- Supporters: Contact information if you sign up for our newsletter.

3. How We Use Your Data (Legal Basis)

We process your data based on:

- Legitimate Interests: To organize, manage, and promote the festival, and to correspond with volunteers.
- Consent: To send you marketing emails or newsletter updates.
- Contractual Necessity: To process ticket purchases.

4. Data Sharing and Security

We will never sell your personal information to third parties.

Data is only shared with third-party service providers (e.g., ticket platforms, email systems) that are GDPR-compliant.

We use password-protected systems (e.g., Mailchimp, Google Drive) to store information securely.

5. Data Retention

We will not keep your data longer than necessary.

- Visitor data: Deleted 12 months after the festival.
- Volunteer data: Retained for 12 months following the festival unless you ask us to remove it sooner.

6. Your Rights

You have the right to:

- Access the data we hold about you.
- Request that we correct or delete your data.
- Withdraw consent for marketing at any time by clicking "unsubscribe" in our emails.

7. Contact Us

If you have any questions or wish to withdraw consent, please contact info@haddstock.co.uk.

Appendix V: Haddstock CIC Social Media Policy for Volunteers

1. Purpose & Scope

We encourage volunteers to share their positive experiences at Haddstock. This policy applies to all volunteers using social media (Facebook, Instagram, TikTok, etc.) to discuss, photograph, or promote the festival in a personal or official capacity.

2. Responsible Usage & Reputation

- **Be Positive:** Remember that you are representing the festival. Please keep posts professional, courteous, and positive, reflecting Haddstock's values as a community festival.
- **Respect Privacy:** Do not post confidential information, such as staff contact details, security protocols, or backstage area locations.
- **"If in Doubt, Don't Post":** If you are unsure if a post is appropriate, do not post it.
- **Personal Views:** If you identify as a Haddstock volunteer, clearly state that your views are your own (e.g., "Views are my own").

3. Photography & Content Consent

- **Permission First:** Obtain consent before posting photos or videos where individuals (other than general crowd shots or those of artists performing) are the clear subject.

- Vulnerable Adults/Children: Do not take or post photos of children or vulnerable adults without explicit permission from a guardian.
- No Tagging: Please do not tag individuals in photos without their permission.
- We prefer any photos or footage you take to be shared on the Haddstock team whatsapp to be approved and shared officially by Haddstock. Thank you!

4. Prohibited Behavior

- Do not post content that is defamatory, illegal, or discriminatory.
- Do not engage in negative, aggressive, or argumentative conversations with attendees online. If you see any comments that could require a response, please alert Beki.
- Do not create official-looking Haddstock accounts or groups without permission.

5. Reporting

If you see inappropriate content related to Haddstock, or if you become the target of online abuse, please report it to Beki Dover at info@haddstock.co.uk immediately.

6. Breach of Policy

Breaching this policy may result in the termination of your volunteer position.