



Festival Campaigner Application Pack

Your guide to festival campaigning with Oxfam and how to apply for 2012.



The 2011 Glastonbury campaigns team getting energised for their day of campaigning.

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1. Oxfam at festivals

Oxfam's work with festivals began in 1993 when we started providing volunteer stewards for Glastonbury. Now we take our campaigns, festival shop and stewards to more than ten of the UK's biggest festivals every year. Oxfam's festival presence is important on many levels. It not only brings in funds for our work, but also provides an opportunity for us to campaign and raise awareness of global issues.

Campaigning for change

People want justice, not handouts. That's why we campaign for change, as well as working with poor communities for a better future. Oxfam's campaigns aim to change rules, behaviours and attitudes that trap people in poverty.

Festivals provide some of our best opportunities to reach a huge audience with Oxfam campaigns; and we try to do it as creatively as possible. Over the years we've painted people blue, covered them in tattoos and got green paint all over the festival site, all in support of our campaigns. Festival campaigners need the skill of delivering serious messages about global poverty in a way that is fun, memorable and credible. Think you can handle it? Read on...



"I arrived at Glastonbury knowing nobody but by the end of the summer I'd met so many people who cared about the things I did, made some genuinely fantastic friends, seen Beyonce (with some of aforementioned new friends, who were great at Single Ladies dancing), and done two more festivals than I'd meant to after getting a bit hooked! Turns out that speaking to strangers about something you really care about is a lot of fun. Even when it's tiring/rainy/sunburny, you get to feel like a small part of people's festival, and that's pretty awesome."

Alice Whittaker, Glastonbury, Big Chill and Bestival 2011

Go to page 5 to find out more about campaigning...

Other ways to get involved

The festival shop

Campaigning isn't the only way to get involved with Oxfam at festivals. In 2012 the Oxfam festival shop toured nine festivals making a whopping £255,000 selling wellies and waterproofs, festival fashion and fancy dress. Festivals showcase the amazing stock donated to Oxfam shops – hopefully turning festival-goers into lifelong Oxfam shoppers. We sent vintage dresses, chunky knits, barbour jackets and tweed jackets down the catwalk at Latitude Festival and found the only remaining spot of grass at muddy Glastonbury for a festival fashion photoshoot featuring beautiful Oxfam campaigners as our models. Look out for our new festival fashion activities this year! It's a great retail experience for volunteers, all of whom are recruited from the thousands of volunteers who work in our 700 shops around the country. Check out the website for more info about the festival shop.

"Volunteering at the Oxfam Festival Shop allowed me to meet loads of new people and develop friendships that can't be made in any other environment. The "work hard-play hard" attitude of all of the festival shop team makes volunteering a rare and brilliant opportunity and one not to be missed."

Andrew Pritchard, multiple festival shop volunteer 2011

Stewarding

Oxfam has been providing volunteer stewards for music festivals since 1993 as a way to raise money for Oxfam. In that time, we have grown from 350 volunteers to more than 6,000 and from £250,000 to £1m income each year. Festival stewarding is a great way to experience festivals; the role is wide-ranging and can involve offering information and directions, checking accreditation, offering assistance and watching out for the safety of festival-goers. Check out the website for more info about stewarding.



“Easily one of the most rewarding, enjoyable and enriching weekends of my life... met great people too - Stewards and ticket holders!”

So however you want to get involved with Oxfam at festivals, you'll be doing a brilliant thing. But if being a campaigner sounds like your cup of tea, read on!

2. The GROW Campaign

Last summer, Oxfam launched GROW – Oxfam’s new campaign for better ways to grow, share, and live together. At all the festivals we visit in 2012, we’ll be campaigning on issues of food justice.

Food is not fair. For most of us the way our food is grown, processed, moved around, and sold is simply not just. It leaves billions of us lacking sufficient knowledge about what we buy and eat. It leaves many farmers and producers – especially women – vulnerable, whilst enormous corporations thrive. Bigger companies may be pocketing the rewards, but widespread hunger and an obesity epidemic are both symptoms that something’s very wrong. As a global community, the way we do food needs changing.

To raise the profile of this issue, and to help shift power from rich to poor, Oxfam has been working with others to build a global movement for food justice. We want to see a shift in attitudes, beliefs and behaviour amongst the public, governments and corporations so that problems in our food system can be addressed.

This year at festivals, you’ll be helping to champion the changes already in progress, and the people making them. From growing your own, to buying fair trade, to lobbying corporations and governments, Oxfam will be helping festival-goers find their own part to play in defining our shared food future.

For more on the GROW campaign, check out www.oxfam.org.uk/GROW

3. The role of a festival campaigner

Context:

We’re looking for people who are passionate about making a difference. People who understand Oxfam’s values and want to help us build a global movement for achieving food justice.

Your role onsite as a festival campaigner will be to take the message of our campaign out to the crowds. You’ll be talking to festival-goers all over the site and encouraging them to take part in creative and thought-provoking activities. We need people who are enthusiastic, who have experience of communicating with others and who will brave any weather condition to get out there and engage with festival-goers.

Key responsibilities:

- Work with your team to promote Oxfam’s campaign and related activities at the festival.
- Talk to anybody and everybody onsite about Oxfam’s new campaign and how they can participate.
- Take part in creative activities that engage festival-goers in the campaign.
- Act as an ambassador for Oxfam
- Enjoy it!

Commitment:

Campaigning with Oxfam at festivals is a really fun way to volunteer, but it is also hard work and requires a certain level of commitment. Festival campaigners will:

- Be required to participate in a training event before the festival season starts.
- Be required to work at least one festival (of course!)
- Need to be available to be on site for the entire time for each festival (for the onsite dates for each festival see the table on the next page).
- Be ready and enthusiastic to complete roughly 4 shifts of 6 hours at each festival.
- Participate in the debrief at the end of each festival, complete an evaluation survey after their last festival and, if possible, attend an end of season Celebration event.
- Agree to the Standards of Behaviour (found on page 10)

What this role offers:

- **Great fun.** This role is a great way to meet like-minded people all over the festival site, work with some of the most passionate and enthusiastic volunteers in festival world and experience festivals in a new way.
- **Training and experience.** Specialised training and the chance to spend your summer talking about key issues, to a great soundtrack, for Oxfam. Perfect.
- **Support.** Volunteers will receive onsite support from Oxfam staff and the rest of the team.
- **Further opportunities.** Regional Campaigns Offices will be in touch to offer you more campaigning opportunities at local gigs and events.
Volunteers who show outstanding commitment and ability will be offered priority festival applications in 2013, and the opportunity to apply to be a Volunteer Campaigning Activity Coordinator at a smaller festival next year.
- **Entry to the festival (of course!)** This is on receipt of a deposit, which will be returned providing you fulfil all your responsibilities and uphold the Standards of Behaviour set out at the back of this pack.
- **Meal vouchers and – at some festivals – hot showers.** Need we say more?

Skills and competencies:

We're looking for friendly, approachable people who can engage people in conversation. We'll be checking for the skills and experience below. ***Please talk about these in your application!***

- **Passionate about campaigning for positive change**
- **Happy working in a festival environment (rain or shine!)**
- **Friendly and happy working in a team**
- **Reliable and trustworthy.**
- **Able to engage people you don't know in a conversation about issues relating to poverty.**
- **Personally committed to helping make Oxfam's campaigning at festivals a success.**
- **Experience of campaigning and knowledge of issues relating to Oxfam's campaign are desirable, but full training will be provided. The most important thing is willingness to learn and share this knowledge in a way that anyone can relate to.**

We are currently recruiting campaigners for the following festivals in 2012:

Festival	Dates you would be needed onsite*
Isle of Wight	20 – 24 June
T in the Park	4 – 8 July
Latitude	11 – 15 July
Womad	25 – 29 July
Camp Bestival	25 – 29 July
Summer Sundae	(Thursday) 16 – 19 August
Leeds	22– 26 August (it is likely you'll need to arrive onsite by 3pm for this festival so please take this into account)
Bestival	5 – 9 September

***Unless otherwise stated you must assume you need to arrive onsite by 5pm on the arrival date above. At some festivals it may be slightly later than this, but the exact times will be sent to you by email two weeks before.**

Your last shift will finish on Sunday evening and once we have debriefed and packed up you will be free to go home or enjoy the last night of the festival.

You will be asked to indicate on the application form which festival(s) you would like to work at, so please make sure that you are available and able to make your own way to each festival (as you'll be there when the festival isn't yet open to the public) on the specified dates above.

Wales:

We may also need small number of campaign volunteers for the National Eisteddfod on the 4th-11th August this year in the Vale of Glamorgan, and for the Greenman Festival which will run from the 17th to the 19th August this year.

To apply to volunteer at either of these events, or to find out about other events in Wales we will be recruiting for in 2012, please email lweinzweig@oxfam.org.uk

4. Application and training

Recruiting campaigners is a two-stage process:

1. Application form

Complete an online application form (found here http://www.oxfam.org.uk/get_involved/festivals/campaigning/index.html once applications open). This form provides an opportunity for you to demonstrate how you meet the skills and competencies outlined above in the role profile. Your application will be scored against these competencies and your ability to meet the criteria outlined in the commitment section of the role profile.

If you have access to a video camera or mobile phone with video technology, you may wish to unleash your creativity by submitting a short video. You will be prompted for this in the Personal Details section of the application form.

At this point you have a choice of filling in a text box of 200 words to outline your relevant skills and experiences or submitting a short video. The choice is yours!

You will also be asked to pay a deposit of £195, which will be returned providing you fulfil all your responsibilities and uphold the Standards of Behaviour set out at the back of this pack. We'll return your deposit at the very latest one month after your final festival with us (as a campaigner or steward). This is in line with arrangements made between festivals and Oxfam to reduce the risk of wristbands being obtained by individuals who don't intend to, or decide not to, fulfil the role for which they were recruited.

Applications open to all on 15 March. We often receive a high volume of applications for festival campaigners, so please apply early. After a maximum quota has been filled, new applications will no longer be accepted and we will shortlist from the applications already received. As part of the selection process, we may also contact applicants by phone to discuss their application in more detail. All applicants will be informed of the outcome of their application by the 1 May.

PLEASE NOTE: by applying to be a festivals campaigner for 2012, you are agreeing to adhere to the Standards of Behaviour outlined at the back of this pack. We reserve the right to withdraw our offer of a volunteering place, or to withdraw your wristband once onsite, if we have reason to believe you have not acted in accordance with these standards.

2. Pre-festival training event

All campaigners will be required to participate in a training event before campaigning at a festival. We want to make sure that you go onsite feeling confident, prepared and part of a passionate and committed team. Your campaigning place will not be confirmed until you have attended one training event, so make sure you keep one of the training dates free in order to be sure you can campaign in the summer.

The training day will be an opportunity to learn more about Oxfam and find out about this year's new campaign. To get the most out of your volunteering experience, and to do Oxfam's new campaign justice, you will need to participate in this day openly and wholeheartedly. We hope it will give you a chance to understand more what Oxfam aims to achieve by campaigning at festivals, understand your role in this, feel inspired to be part of the campaign and also meet some of your fellow team members before you go onsite.

Dates of training days

It is essential for campaigners to attend a training event before their first festival, so please only apply if you can make one of the dates below. As part of the online application form, you will be asked to indicate which training day you can attend.

Date	Location
10.30am – 4.30pm Saturday 12 May	Oxfam House, Oxford
10.30am – 4.30pm Saturday 19 May	Edinburgh (venue t.b.c)
10.30am – 4.30pm Saturday 26 May	The Circle, Sheffield

What happens after submitting your application form?

After submitting your application form, you will receive two emails from Oxfam: one will confirm that your application has been received and the other will confirm that your deposit has been paid. If you do not receive either of these emails please check your Spam/Junk folder. If they are not in this folder, please get in touch with us immediately to confirm your application.

You will then be sent a third email before 1 May to tell you whether you have been successful in the first round of recruitment. If you have been successful you will receive an email with details of the training day you will be attending and details of the festivals that you have been provisionally accepted to campaign at.

Please note that this offer is provisional and depends upon attendance at a training event.

If your application has not been successful, you will receive notification by email by 1 May. If you would then like to apply to steward with Oxfam and there are spaces left for your festival, contact us to update your application status before you send in another application.

After attending one of our training days you will receive a further email by 1 June. This email will give final confirmation of the festivals that you have been accepted to campaign at this year and explain what to expect next.

5. Standards of behaviour for festival campaigners

By accepting your place at any festival you are agreeing to the following:

1. I will represent Oxfam, Oxfam's campaigns and Oxfam's values in a positive and appropriate way and will demonstrate commitment to good quality engagement
2. I will read Oxfam's Health and Safety Policy and will attend one of the pre-festival training days.
3. I will be 18 years old or over on the first day of the first festival at which I am volunteering.
4. I will be onsite and available to work on the days required of me for each festival I am volunteering at.
5. I will arrive to shifts on time and participate fully for the period of time specified to me. I understand that failing to do this without a valid reason (e.g. a doctor's note) will lead to my deposit being forfeited and/or to me having my wristband being removed and being evicted from site. Oxfam reserves the right to initiate this process without first giving a warning if a volunteer has clearly broken these Standards of Behaviour.
6. I will wear my Oxfam T-shirt at all times whilst on shift and I will be well-presented and polite to members of the public whilst on shift and in Oxfam branded clothing.
7. Oxfam may pass on my data (including personal data) to festival organisers, the police and other checking agencies, as is deemed necessary for the safe and secure running of each festival.
8. I understand that it is expressly forbidden to consume alcohol whilst (or immediately prior to) volunteering as a campaigner at a festival for Oxfam. Oxfam reserves the right to have any campaigner found to be volunteering under the influence of drink, or behaving in a manner that might bring Oxfam into disrepute, removed from the festival site and their deposit shall be forfeited.
9. I will not take illegal drugs onto the festival site, nor will I consume illegal drugs at any point at a festival that Oxfam has provided me a place for. I understand that any campaigner found to be in possession of, or under the influence of, illegal drugs will be immediately removed from site and their deposit forfeited.
10. I will arrive on the festival site with everything I need to support myself until I leave the festival site. This includes clothing for all weathers, food, money and general campaigning equipment. I also understand that Oxfam is not responsible for the personal possessions of any Oxfam festival volunteer.
11. I will comply with the festivals' own policies at all times during my attendance at each festival at which I am volunteering.
12. The festival management reserves the right to conduct searches on entrance and exit to the festival site whether you are on or off shift.
13. I understand that Oxfam may take photographs of me and use them on its website and other media for campaign, marketing and training purposes. (If you do not wish to be photographed let us know at your staff briefing.)
14. I will complete evaluation forms or surveys provided by Oxfam in relation to 2012 festivals.
15. I consent to having my contact details added to the Oxfam database so that I may be contacted in the future about festivals, campaigning and other relevant communications.
16. **I have read and understood that if my behaviour falls outside any of these standards it will lead to my eviction from the site and my deposit being forfeited. Oxfam reserves the right to initiate this process without first giving a warning if a volunteer has clearly broken these Standards of Behaviour.**

A record of your acceptance of our standard of behaviour volunteering policy will be added to your record.