



February 2nd 2015

UKWOT VOLUNTEER STRATEGY

At the UK Wild Otter Trust, no one gets paid for any such volunteering or Trustee positions in either goods or financial remuneration.

The main board consists of 3 Trustees that are registered as such with the Charity Commission (reg: 1167746) and those are:

Dave Webb – Founder/Trustee & Chair

Colin Anderson – Finance Officer

Ian Humphreys – Trustee

In line with the volunteer strategy, none of the main board receive any form of remuneration for their positions.

Volunteer roles

Our volunteers are the core of the organisation and give their time and play an important part of our Trust. Volunteers can be appointed and removed at any time by any member of the board or as a combination of the three Trustees. ~It is understood by the volunteers that these roles are not paid and do not form any type of verbal or written contract and do not carry specific job roles. They may leave their volunteer position at any time without any prior or written notification to the Trustees. Whilst there are no specific expectations, the Trustees do like to have some form of input from any such volunteer and those with little or no input may be released of any involvement/role by the board of Trustees at any time.

It is important that all volunteers understand that by volunteering with UKWOT there are no contractual obligations nor any legal implications, particularly in any removal of any positions by the main board and as such by

volunteering, you agree that these terms and conditions are formally accepted.

All other roles within UKWOT such as Deputy Chair/volunteers are accepted as honorary positions only and as such, may be removed at any point by the board of Trustees

It costs circa £20,000 per year to finance the Trust and all such funding is compiled from donations and sale of goods via our website

IMPORTANT

Any Trustee, honorary position holder, member or volunteer in any capacity seen to bring the name and reputation of UKWOT into disrepute or attracting negative attention will be removed with immediate effect without consultation of the party concerned. You will be notified in writing by the Trustee board of any such removal and the reasons for such. There will also be a block to all associated UKWOT Facebook sites as a result

We have a zero-tolerance policy on bullying, harassment or racism of any kind so please respect that

On behalf of the Trustees

Signed: Dave Webb (Chair)