

## Noam Camp T&Cs 2023

The following terms and conditions apply to all bookings made for Noam Camp 2023 by volunteers and paid staff (all referred to as staff from now on). These terms and conditions apply to contracts made between Noam and staff in respect of the staff member's participation in Noam Camp. We use the term "staff", "staff member" or "member of staff" to refer to any volunteer or paid member of staff who participates in Noam Camp.

### **1. General Terms and Conditions**

- 1.1. Although Noam takes all reasonable steps to ensure the safety and wellbeing of staff at Noam Camp, staff understand that participate at their own risk.
- 1.2. Noam cannot accept liability for the loss or damage of any property belonging to staff, and any property brought to Noam Camp by staff is at your own risk.
- 1.3. Noam recommends all staff have their own insurance policy for the duration of summer camp and precamp to cover any loss, theft, medical, travel issue and beyond as Noam's insurance may not cover this
- 1.4. All staff must observe Noam's behavioural policy. If staff break any of the rules during Noam Camp, we will follow the 'Three Strike Policy';
  - 1.4.1. Strike 1 – verbal warning from a senior member of staff and parent(s)/legal guardian(s) informed at end of the day
  - 1.4.2. Strike 2 – verbal warning from a senior member of staff and parent(s)/legal guardian(s) to be called immediately
  - 1.4.3. Strike 3 – parent(s)/legal guardian(s) called and immediate removal from Noam Camp
- 1.5. It is a named parent/legal guardian's responsibility to be available throughout the duration of Noam Camp to pick up a participant if required.
- 1.6. If a parent/guardian is not available to pick up a staff member, that member of staff will be responsible for any reasonable expenses incurred by Noam in order to ensure the safety of all participants and staff.
- 1.7. Staff will be able to travel home alone if required, however staff under the age of 18 years old will require written permission from parent/guardian
- 1.8. Staff will be liable for the full cost of any damage caused to any property caused by them.

- 1.9. We will always endeavor to any advertised programme for Noam Camp but reserve the right to change the programme without notice if we decide it is necessary.
- 1.10. If a staff member does not disclose any relevant medical, welfare or behaviour issues that affect them on the booking form, we reserve the right to exclude that member of staff from Noam Camp, or any aspect of the programme.
- 1.11. Where required for safeguarding or child protection purposes, data supplied on application forms may be passed on to relevant authorities.
- 1.12. Please note that completing a booking form does not guarantee staff a place on Noam Camp, Noam has the right to refuse applications and reserves the right to cancel staffs place on Noam Camp should Noam decide to.
- 1.13. By signing the booking form, staff understand and respect all decisions made by Noam whilst attending the event, recognising that all decisions will be made in order to ensure the safety and wellbeing of the whole group
- 1.14. Noam will not offer refunds in the event of staff not participating or ceasing to participate in Noam Camp following the staff member's breach of these terms and conditions.
- 1.15. Full and final payment should be received by Noam for each member of staff attending Noam Camp 2023 by one calendar month before pre-camp begins, namely, by 24<sup>th</sup> June 2023, unless specific alternative payment arrangements have been agreed with Noam.
- 1.16. If full payment has not been received, and no alternative payment arrangements agreed, Noam reserves the right to refuse participation.
- 1.17. Noam is the youth movement of Masorti Judaism, and as such aims to create spaces for people who are observant of Masorti Halakha. We therefore expect all staff to be respectful of and take part in all aspects of Jewish life on Noam. This includes, but is not limited to, observing, and 'keeping' shabbat and other festivals in public places, daily prayer services, shabbat services and torah reading, reciting grace after meals and wearing head coverings as required.
- 1.18. Repeated failure to be respectful of Jewish life and religious practice on Noam, as described above in 1.15, will result in disciplinary action in accordance with the behaviour policy as outlines in 1.3

## 2. Covid-19 – Special Terms and Conditions

- 2.1. Noam cannot guarantee any refunds of participation fees if staff are unable to attend camp due to his, her or any person's illness or isolation due to Covid-19 or Covid-19 guidelines.
- 2.2. Noam will endeavor to retrieve any money paid to third parties if the participant cannot attend due to Covid-19 or isolation and will aim to pass this on to staff.
- 2.3. All Noam Camp programming will be in line with and adhere to all national and local Covid-19 guidelines.
- 2.4. Noam has the right to enforce any new Covid-19 regulations in order to be in line with government regulation and guidelines and protect the health and wellbeing of all staff and participants.
- 2.5. Noam may require staff to take a Covid-19 test before attending, as well as during, Noam Camp. Attendance at Noam Camp may be dependent on a negative test result and isolation prior to attending Noam Camp. If this is the case, we will inform staff in advance of Noam Camp.
- 2.6. Staff showing any signs of illness or symptoms of Covid-19, whose household members are showing symptoms of Covid-19, or who have been told to isolate by NHS Track & Trace, should not be sent to Noam Camp. Staff may be able to join Noam Camp after a negative Covid-19 test result, depending on the government guidelines on isolation and quarantine period at the time.
- 2.7. Any staff who shows signs of illness or any symptoms of Covid-19 whilst on Noam Camp will be removed from activities and they may need to be collected by the staff parent(s)/legal guardian(s) from Noam Camp immediately.
- 2.8. If a staff member does not follow any of the rules in place to protect against the spread of Covid-19 (social distancing, handwashing, etc.) they may be removed from activities and may need to be collected immediately from Noam Camp.
- 2.9. Should a staff member develop symptoms of Covid-19 during or following, a Noam event, Noam will not be liable.
- 2.10. Noam may need to close down camp partially, or in its entirety, due to a Covid-19 outbreak or cases during camp. Should this need to happen;
  - 2.10.1. Staff/parents/legal guardians will be informed as soon as possible
  - 2.10.2. Staff/parents/legal guardians will need to be available to pick up staff

2.10.3. Noam will endeavor to retrieve any money paid to third parties and will aim to pass this on to staff

### **3. Deposits, Payment and Cancellation**

3.1. If Noam Camp cannot go ahead for any reason, Noam does not guarantee a full refund.

3.2. Covid-19 Related Cancellation

3.2.1. At the time of sign up, the indication is that residential Summer programmes (after 17 May 2023) will be able to take place. However, there is still an element of uncertainty, and should Noam need to cancel Noam Camp or any part of the programme, Noam will endeavour to refund all monies paid, less any sums paid to third parties by way of deposit or other payment which Noam is unable to recover, having taken reasonable efforts

3.3. If a staff member cancels

3.3.1. If staff decide to cancel a confirmed booking, staff must notify Noam in writing.

3.3.2. A notice of cancellation will only take effect when it is received in writing by Noam at Noam's offices and receipt is confirmed by return, and will be effective from the date on which Noam receives it.

3.3.3. Since Noam may incur costs in cancelling any booking, notwithstanding any other terms, staff will have to pay the applicable cancellation charges up to the maximum shown below. The cancellation charge detailed is calculated on the basis of the total cost payable by the staff member cancelling, excluding insurance premiums and amendment charges which are not refundable. If staff cancel a booking for Noam Camp:

3.3.3.1. 3 months + before the start date for Noam Camp - full refund

3.3.3.2. 1-3 months before the start date for Noam Camp – 50% refund

3.3.3.3. Any time after 1 month before the start date for Noam Camp – any refund given at Noam Director's discretion only

3.3.4. Noam will deduct the cancellation charge(s) from any monies already paid.

3.3.5. If the reason for a cancellation is covered under the terms of staff member's insurance policy, the parent/legal guardian may be able to reclaim these charges.

3.4. If Noam has to cancel or make changes to Noam Camp, Noam will notify staff as soon as possible and if there is time to do so before departure, Noam will offer staff the choice of:

3.4.1. (for major changes) accepting the changed arrangements;

- 3.4.2. having a refund of all monies paid that Noam has been able to reclaim;
- 3.5. You must notify us of your choice within 7 days of our offer. If you fail to do so we will assume that you have chosen to accept the changed arrangements.