

PRE-CAMP SCOTTISH STAFF INFORMATION

**39th Scottish International Patrol Jamboree
Blair Atholl 2024**



www.jamborette.org.uk

#SkillsForLife


Scouts
Scotland



Welcome to the Blair Atholl team for the 2024 Jamborette. I am delighted that your application has been successful and I am sure that you are looking forward to what is certain to be a memorable Scouting experience.

Information about the camp and your role as a staff member was issued with the application forms and I trust you are familiar with most of the details. This leaflet is intended to provide an update on some of this information, the arrangements for payment, key information about your time at the camp and to help clarify the joining instructions. So please take the time to read it fully and to complete the necessary paperwork requested.

The 2024 Jamborette will be a welcome return to Blair Atholl after 2 years. It'll be similar in size to the 2022 event with the camp divided into the usual six sub-camps. The camp will have a truly international flavour with 291 Scouts from Austria, Barbados, Canada, Gibraltar, Iceland, Ireland, Netherlands, Norway, Spain, and the United States of America joining our 565 Scottish Scouts

Previous Jamborettes have been notable for the excellent spirit within the staff and the tremendous co-operation and camaraderie that existed. As a member of staff, you are part of a large team who work very hard to set the tone and standards of the camp and create the right atmosphere of fun and friendship to welcome both Scottish Scouts and our visitors from Overseas.

The Jamborette is an International camp for young people. Safety and supervision of the young people both in camp and in programmed activities is our prime concern at all times. Equally important are the personal standards and example set by leaders.

At different times in previous Jamborettes, some Camp Services and Activity teams have come under greater pressure, but they have always received help from everyone else. We anticipate this will be the case this year too. There is always something that needs to be done - please help by volunteering - don't wait to be asked! This year, as ever, the traditional "great team effort" will be required. It's hard work at Blair Atholl but great fun!

I hope that everyone who attends, returns home full of praise and enthusiasm about the marvellous time they have had at Blair Atholl. That way more and more will wish to come to sample the special Jamborette magic at the 40th anniversary camp in 2026 and beyond. The Blair Atholl Jamborette has a fine reputation and a lot of local goodwill. Please do all that you can to preserve and enhance the good name of Blair Atholl and Scottish Scouting by your actions and commitment.

Yours sincerely

A handwritten signature in black ink that reads "Colin".

Colin Peters
Camp Chief

Jamborette History: Blair Atholl Jamborettes have been held every second year since 1946 and were the idea of the late Jack Stewart who was International Commissioner for Scotland. The Jamborettes have always been patrol based, with the arrangement being that Scottish patrols arrive and set up double patrol sites, so overseas patrols travel to Scotland without tentage and camping equipment. The camps are quite intentionally smaller than many international camps, to allow more international contact and friendship. With fewer international patrols travelling this year we'll have some triple patrols on subcamps.

Management of the Camp: Responsibility for organising and running the camp lies with a Management Team under the leadership of the Camp Chief, Colin Peters. Each of the other members of the team has a particular area of responsibility:

Activities –	Beverley McNab
Administration –	Iain Fyfe
Catering / QM –	Graeme McNab
Site Logistics –	Duncan Millar
Events -	Lynne Cattanach
Subcamps -	Robbie Hay

Whilst on camp the Management Team increases in number to support some of the other key parts of the camp. Staff Coordinator Andrew Sharkey, Welfare Lead Steven Maclean, and the Camp Doctor Mr Martin Buchan join the team. In the Staff Coordinator role, Sharkey works alongside Martin & Steven, taking responsibility for staff security, safety and wellbeing.

The Management Team shares responsibility for various aspects of the camp with the Senior Staff Team. In addition to their own particular areas of responsibility, Senior Staff will also oversee duty and security rotas. Management and Senior Staff Team members will be introduced at the start of the camp.

All staff should hear from a member of the Senior Staff Team or their Team Leader before the camp. If you haven't already heard from them, please email us at blairatholl2024@jamborette.org.uk

Arrival at the Camp: Scottish staff are asked to arrive from 12.00pm on Saturday 13th July. Because of the significant amount of construction and site traffic on the campsite, unless you have been previously invited by the Management Team to fulfil a role prior to the camp starting, **STAFF WILL NOT BE ALLOWED ONTO THE SITE BEFORE MIDDAY, SATURDAY 13th JULY.**

Preparing the site and all the facilities is a huge task, and you will be directed as to how you can assist. Scottish Scouts arrive on Monday 15th July, and all our overseas guests arrive on Tuesday 16th July. All the Scouts depart on Friday 26th July, and there is a well-deserved staff party that evening. All staff are expected to assist with the dismantling of the camp on the Friday and Saturday and your involvement in this will be under the direction of the senior staff and your team leader. You should be free to leave for home by mid-afternoon on Saturday 27th July.

Arrival at the Camp (continued): The campsite is the field, known as Target Park, on the right-hand side going up the main drive to Blair Castle. If you are arriving by train, the site is within walking distance of Blair Atholl station. If you are arriving by car, access is from the main Castle drive as directed. Please do not park on the Castle drive or stop on the grass verge. Vehicles on site will be strictly controlled so, after unloading your gear, cars must be removed to the staff car park. Vehicle access to the site thereafter is by special pass only.

On arrival, please report immediately to the Camp Office, which is located beside the main gate, to register, collect the camp badge, neckerchief and staff garment. You will then be directed to the Staff Camp and advised where to pitch your tent.

Tentage and Equipment: Scottish staff should bring their own tents. Space in the staff camp is limited and safety regulations require that siting and spacing of tents is carefully controlled. Please, only pitch your tent after you have received appropriate directions from a senior staff member.

Scottish staff should have space in their tents to accommodate overseas leaders joining their teams. Sharing accommodation in this way allows overseas leaders to be fully integrated in the life of the camp, and with Scottish staff. Remember that you are camping for two weeks – hike tents and small individual tents are not appropriate.

Normal personal camping equipment for a two-week camp should be brought. You may wish to bring other items which will add to your comfort. Note, however, that electricity will not be available in the staff camp or sub camps although there will be limited facilities for charging mobile phones. There is an “unofficial staff kit list” on the Jamborette website.

Camp Fee: The staff fee of £320 must be paid by the 7th of June. The fee can be paid in a number of ways; Debit Card / Credit Card or by Direct Bank Transfer.

For part-time staff the camp fee is £30 (to cover the cost of the garment, mug, neckie and badge) plus £23 per day, or part of, onsite. Part-time staff must have already agreed their commitment with the Jamborette organisers.

Children of staff members aged under 3 are free. 3 to 5 years pay £6 per day. 6 and over pay £11 per day.

Paying the Standard Fee of £300	Paying a different amount: part time staff or children
<p>The preferred method of payment for anyone paying the full £300 camp fee is online at https://form.jotform.com/241203296887968</p> <p>To complete this form you will need your ID number, starting T###, provided on your email inviting you to pay. The form will then direct you to PayPal and you can pay through your account or as a guest.</p>	<p>A day is a 24 hr period ie the camp is 14 days Saturday to Saturday. If paying for children or for part time staff please pay online at https://form.jotform.com/241203427191952</p> <p>If the parent is full time, their payment should be made separately using the standard form.</p> <p>We need details of what is actually being paid and why - i.e. dates attending for part-time staff and payment for children. In all cases the staff number must be quoted (ie the parent's T###)</p>
If you are unable to pay using the online form, please get in touch with us by email.	

Daily Programme:

07.30	Rise and shine
07.40	Issue of Supplies to Patrols
08.00	Breakfast (Staff Breakfast 08.00 — 09.00)
	Inspection
10.00	Flag break
10.15	Activities
13.00	Lunch (Staff Lunch 12.15 — 13.45)
14.15	Activities
16.40	Issue of Supplies to Patrols
17.00	Dinner (Staff Dinner 17.15 — 18.45)
	Evening Activities (as announced)
19.45	Flag Down
22.00	Scouts back in own subcamp (Staff Supper in Staff Club)
23.00	Lights out

Flag Break: At 10.00 and 19.45 when the flag is raised and lowered a gong will be sounded and all staff in the camp are expected to face the main flags and stand to attention, saluting at the appropriate time. (Don't worry, you'll get used to it)

Uniform: It is important that all staff have the full and correct Scout Uniform which they feel most comfortable wearing. Scottish Scout uniforms are:

- kilt with a plain leather sporran, lovat green kilt socks, garter tabs and black shoes.

or

- tartan skirt or kilt and black shoes (no sporran, no green socks, no garter tabs.)

More than one shirt is desirable and a skirt or kilt is essential. Full uniform is worn on all trips off site apart from designated activity times, or unless otherwise instructed by the Management Team.

A white shirt is necessary for some social occasions.

Outline Camp Programme:

Saturday 13th July

- 12.00 Staff Arrive / Setting up of Camp
- 16.30 Full Staff Meeting
- 19.30 Activity Team Leader Meeting
- 19.50 Meeting of all Activity Staff

Sunday 14th July

- Setting up camp continues
- Senior Staff Meeting
- 13.00 All buddies to subcamps for lunch
- 14.15 Basic Food Hygiene course for all QM & Catering staff plus representatives from each subcamp and all activities dealing with food.

Monday 15th July

- Scottish Scouts arrive and set up camp.
- 19.00 Scottish Scouts tour of site.

Tuesday 16th July

- Overseas Scouts arrive.
- Walk round with Overseas Scouts.
- 20:00 Opening Ceremony.
- Opening Campfires in subcamps.

Wednesday 17th July

- Daily activity programme begins.
- 17.00 Reception for Overseas Leaders.
- 20.00 Opening Party: Beach Barbie and Ken. It's pink all the way!

Thursday 18th July

- Daily activity programme.
- 18.30 Camp dinner – Staff cook with patrols.
- Evening activities programme.
- 20.00 Camp Chief's Challenge.

Friday 19th July

- Daily activity programme.
- 13.00 Satellite camp opens.
- Evening activities programme.
- 20.00 Busking at the Kastle - Acoustic Night –
Bring your instrument and join in or come along to listen.

Saturday 20th July (Visitors' Day)

- 14.00 Country Fair.

19.30 RC Mass.
21.00 International Campfire.

Sunday 21st July

Late "Rise and shine"
10.30 Flag break.
11.00 Scouts' Own at the Castle.
14.30 International Games for Satellite Campers.
18.00 Barbeque in subcamps.
20.00 Party at the Kastle – Jungle Party!

Monday 22nd July

08.00 Patrol Leaders Breakfast.
Daily activity programme.
Evening activities programme.
20.00 Sub Camp Chill Out (Campfires on sub camps).

Tuesday 23rd July

Daily activity programme
Evening activities programme.
20.00 Open Mic International Talent Night (Kastle). An array of talent as contingents take to the stage for a truly international evening of entertainment (Kastle)

Wednesday 24th July - Scottish Day.

Daily activity programme.
18.00 Modern Burns Supper.
20.00 Kastle Keilidh in the Kourtyard.

Thursday 25th July

11.00 Atholantics.
Subcamps dismantle.
20.45 Closing Campfire.
22:15 International Leaders Leaving reception

Friday 26th July

Scouts leave.
Dispersal of Scouts & Dismantling of Camp
16.30 Dinner in Mess (Mess closes at 6pm)
18.30 Camp Chief's Reception in Castle Ballroom (Full Uniform)
Ceilidh in Staff Club and Supper

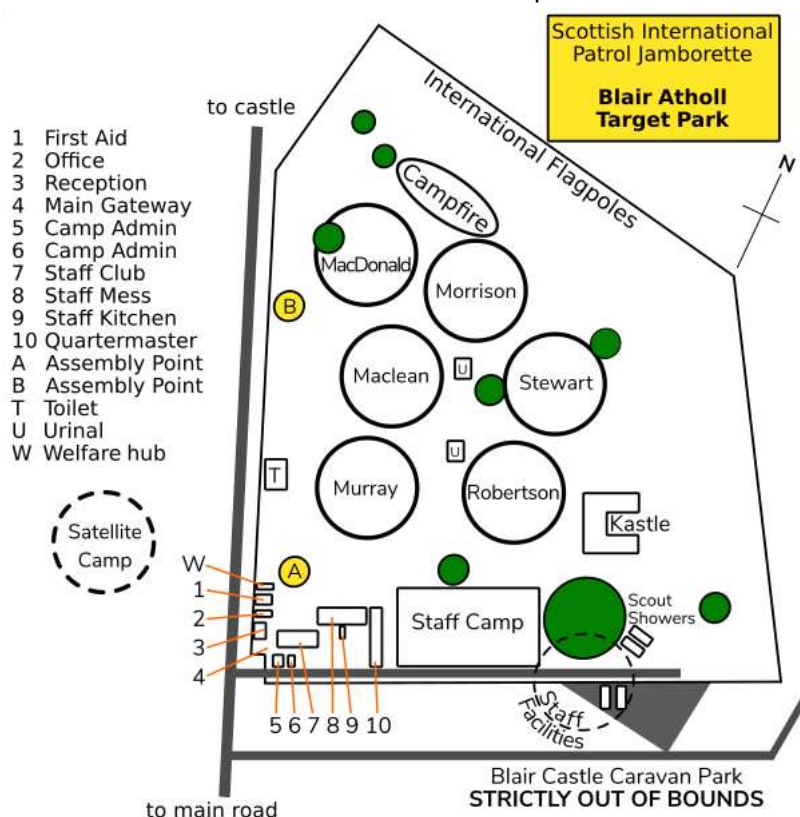
Saturday 27th July

Dismantling of Camp continues
16.00 Departure of Staff

Camp Layout: The campsite is laid out as here. It is similar to the 2022 camp.

Staff Role: As a member of staff you are taking on a range of responsibilities, and at the same time have a real opportunity to have a great time.

As with all Scouting activities, the camp operates under the provisions of the UK Scout Association's Policy, Organisation and Rules (POR) and the Scottish Variations thereof. Over the years, we have developed policies and procedures, based on POR, as applicable to our particular circumstances. All the policies and procedures have been pulled together in one working document, which has been updated and refined for this year's camp.



As a member of staff, you have a responsibility for safety and supervision of young people. There will be presentations and training given, and it is your responsibility to ensure that you understand the policies and procedures, and risk assessments relevant to the wider camp and the work you undertake in your roles at the camp – if you are not sure, please ask your team leader or a member of the senior staff.

You will be part of a team who will be relying on you to play your part and you will be called upon to do additional tasks outside your main area of responsibility, including supporting kitchen wash-up and security. Everyone works hard at Blair Atholl, and some teams come under considerable pressure at certain times. If you are asked to help, please do so.

The staff camp is home for two weeks, and everyone needs to respect everyone else. There is a well-earned social life at the camp but it must be remembered that it is a Scout camp. There are over 850 young people on camp, and responsibility for them must be recognised at all times. Lights out for the Scouts in sub-camps is 11.00 pm; some staff rise early in the morning so need to get to sleep at a reasonable hour and others are later settling down at night. Noise, after 11pm, and large staff gatherings must be avoided.

CODE OF CONDUCT:

The Code of Conduct for the Jamborette is based upon the standard Code of Conduct for International Events used by the World Bureau. It is a general code and additions can and will be made at the camp as required. As with all Scouting activities, the camp operates under the provisions of the UK Scout Association's Policy, Organisation and Rules (POR) and the Scottish Variations thereof.

All staff members (Scottish and Overseas) at the Blair Atholl Jamborette must agree to follow and adhere to the Code of Conduct below.

Please follow these guidelines to keep yourself and everyone else safe and help us all have a great Jamborette.

- Wear your Jamborette neckie and I.D. badge at all times unless asked to remove them for safety reasons.
- Follow the [Scout Promise](#), [Law](#), and [Fundamental Values](#) at all times.
- Be tolerant, respectful and understanding of others.
- Turn up for your duties on time. If you are unable to work, you must make sure your team leader knows before you are due to start.
- Respect other people's property - if you didn't bring it or buy it, then leave it alone. 'Trophy hunting' is theft!
- Smoking is permitted only in marked areas.
- The possession, use or supply of illegal substances is expressly forbidden.
- As an adult you may not swap badges with Participants. You may not sell anything.
- Please respect the right of others to sleep and rest. Remember that people will be working shift patterns and may have to sleep during the day.
- Please use the bins provided and make a special effort to keep the Jamborette clean and tidy.
- Take care when using the services such as showers and toilets and think of others.
- Gambling is not allowed.
- Please respect and follow all signs and instructions - 'out of bounds' or restricted access areas have been designated for a reason.
- The Staff Lines, Staff Mess and Staff Club are for staff members only.
- Staff should wear full Scout Uniform or appropriate activity dress when off-site unless otherwise instructed by the Management Team.

The UK Scout Association has a [Safeguarding Policy](#), [\(Yellow Card\)](#), [Safety Policy](#), [\(Purple Card\)](#) and guidelines on "[Scouting and Alcohol](#)" and the "[Scouting and Alcohol - Green Card](#)". All persons present at the Jamborette must familiarise themselves with the content and abide by these rules whilst on the site.

All Staff members must follow direction from the Camp Chief, as the Regional Commissioner for the event, and his Management Team.

Safeguarding of Adults and Young People: As leaders in Scouting, we all have responsibility for Child Protection. The Application Form and registration process is all part of what we need to do, as is the identity badge, which will be issued to all staff. All visitors to the site **MUST** be properly signed in and out, and under no circumstances can anyone who is not registered in advance of the camp stay overnight on the camp.

The Scout Association's 'Young People First' (The Yellow Card) code of good practice must be

adhered to during the Jamborette. All adults on the Camp have a responsibility to ensure that young people are protected from harm. It will be the responsibility of each adult to ensure that:

- their behaviour is appropriate at all times
- they observe the rules established for the safety and security of young people
- they follow the procedures following suspicion, disclosure or allegation of child abuse
- they recognise the position of trust in which they have been placed
- in every respect, the relationships they form with young people in their care are appropriate
- the welfare of all young people is safeguarded
- they avoid compromising situations or opportunities for misunderstandings or allegations

The code of practice summarised above is to protect both Young People and Adults so that they can all experience the challenge and adventure of the Jamborette in the most positive way possible.

Alcohol: The Staff Club will be licensed for the two evenings before Scouts arrive and again on the final evening after the Scouts depart. It must be recognised that there is no place for excessive consumption of alcohol at any time during the camp.

As an adult in Scouting, you are a role model for young people. In certain circumstances drinking alcohol has the potential to place adults in a compromising position with regard to their responsibilities for child protection and their duty of care. All adults need to be physically and mentally fit to undertake their responsibilities in this area.

When responsible for young people, adults must not drink alcohol.

During Scouting events that are attended by under 18s, the following should apply:

- Under 18s **must not** drink alcohol under any circumstances.
- At any one time there should be the correct ratio of responsible adults (in accordance with POR) who must not consume alcohol.
- If you are not directly responsible for young people, and you do drink alcohol, you should still follow the Yellow Card (our safeguarding code of practice).
- **If you are drinking when 'off duty', you should consider how alcohol may affect your ability to carry out your Scouting duties when back on duty.**
- Young people must know who is responsible for them at all times

As the UK's Premier International Camp, it is also important that all staff:

- Consider the cultural and religious observances or needs of those taking part in the event.

The Scout Association has a key policy, which requires Scouting to be provided in a safe manner without risk to health, so far as is reasonably practicable. All adults need to be physically and mentally fit to undertake their responsibilities in this area. When responsible for young people, adults must **not** drink alcohol.

- At longer events, consider how drinking alcohol might affect someone's ability to carry out their Scouting duties or participation in activities over time. For example, if someone drinks excessively off duty, they may not be fit to carry out their duties or participate in activities the following morning.

Any inability to carry out their Scouting duties, efficiently perform camp duties or exercise proper judgement as a result of alcohol consumption is a serious matter and the Senior Staff **will** take action.

Camping Standards: The staff camp will be clearly visible to Scouts and visitors, so an extremely high standard of camping is necessary. A determined effort is required during the whole camp, and especially in the first few days, to ensure that no litter problem develops. Please do not drop litter yourself, pick up any litter you see, encourage the Scouts to do the same and keep the whole camp litter free.

We enjoy an extremely good relationship with the Estate, so please do all that you can to ensure that is maintained. In particular, the facilities of the Caravan site next door are out of bounds to all staff and Scouts in camp (unless you have family staying in the Caravan Park).

Staff Facilities: There are various facilities provided for staff during the camp:

Staff Mess: Staff Catering is provided centrally and most meals are served in the Staff Mess at the published times. The first meal is evening meal on Saturday 13th July and catering ends with light lunch on Saturday 27th July. Cutlery and crockery are all supplied and you will be expected to do your own washing up after meals. **All staff members are requested to bring a used tea towel with them for adding to the camp tea towel bank should we have to revert to hand washing from the automated dishwashers.**

If you suffer from any food intolerances or allergies this should have been recorded on your original application. If there are any amendments, please make the camp organisers aware as soon as possible. During the camp our volunteers provide a varied menu for over 450 staff. We can cater for the 14 recognised food allergens but given the scale, we cannot provide the degree of personalised menu to suit individual preferences that might be found at a group camp.

Staff Club: A Staff Club will be open daily, providing coffee/tea/light refreshment and a place to relax. Evening entertainment is also laid on. The Staff Club will be licensed for the sale of beer and wine on the Saturday and Sunday evenings prior to the Scouts arrival and again on the Friday evening prior to departure.

Families of staff members who are holidaying in the Caravan Park or elsewhere in the locality are very welcome to use the facilities of the Staff Club during quieter times (10.30 till 12.00 and 14.00 till 16.00). They must sign in at reception beforehand.

There will be the opportunity for staff to have internet and email access, although this will be limited. There is good mobile phone signal on site. The Jamborette website address is www.jamborette.org.uk and the Jamborette email address is blairatholl2024@jamborette.org.uk

Medical Facilities: There is a camp medical centre, staffed by a doctors, nurses, and first aiders. The camp will provide first aid and basic medical support. If you need medical attention either contact a First Aider by radio or via reception, or attend the clinics at the advertised times. Remember your medication and bring a provision of simple first aid such as plasters and analgesia. Please make sure that the camp doctors are aware of any changes to the medical information you submitted prior to the camp.

Toilets / Showers: Staff may use any of the toilet facilities onsite. Staff must not use the participant's showers at any time. Portable shower blocks for staff use are placed at the end of the staff lines.

Staff Pastoral Support: Should any member of staff require pastoral support or wish to make a

complaint they should see their team leader in the first instance. Andrew Sharkey, the Staff Coordinator, and Steven Maclean, leading the wellbeing team, are also available to support people as necessary and there will be a staff counselling facility at this year's Jamborette.

Camp Facilities: The main camp facilities are located in a large marquee known as the Kastle. In the Kastle you will find the Kafe, Scout Shop, and a range of activities.

We are not running a camp Bank this year given the wider significant move away from cash to card.

The Kastle Kafe is open at various times of the day and carries a large stock of confectionery, crisps and soft drinks.

The camp address is

Name

Scout International Camp

Blair Atholl

Pitlochry

Perthshire. PH18 5TL

The camp telephone number will be provided prior to the camp. This telephone is located in the camp office.

Provision for Children of Staff: To help support flexible volunteering and to allow as wide a range of staff as possible to attend the following arrangements are in place to ensure that the children of staff members are welcomed and looked after appropriately. Due to local authority rules the camp cannot take responsibility for staff members' children as we don't meet the required criteria. Therefore, staff members with a child / children under the age of 3 may job share with a nominated adult (not necessarily both parents of the child).

Persons with a child / children over the age of 3 but under 14 should take a full time role but must ensure that there is a nominated other adult with a job that compliments the parent to ensure that there is adult supervision at all times.

There will be a small un-manned marquee for children with their own adult supervision to use throughout the Jamborette. Parents are encouraged to bring one activity/toy to share with others at the camp and to leave in this marquee. Other activities will also be provided. Children with their parents will, of course, also be welcome in the staff club.

Sub-Camps: The Scouts camp in one of six sub-camps named after Scottish clans – MacDonald, Maclean, Murray, Morrison, Robertson and Stewart.

Buddies: All camp staff are allocated to one of the sub-camps as a buddy. The buddy system gives all staff the opportunity to meet and mix with the young people. Whenever you have free time you are invited to spend it in the sub-camp – whether that be helping the leader team in some way, chatting with the Scouts or sharing a meal with them. Sub-camp teams particularly appreciate help from buddies when Scouts are setting up and dismantling camp, and during the evenings.

There are particular times when all staff will be in the sub-camps. Lunch on the first Sunday, for example, is when all staff get the chance to visit the subcamps they are associated with and eat with the teams on that campsite. The Camp Dinner, on the first Thursday of camp, involves all

members of staff dining with the patrols and is an ideal opportunity to meet the Scouts at the start of the camp. This to allow patrols an opportunity to get to know each other. Sunday afternoon is sub-camp based for the whole Jamborette, with international games for Satellite followed by a barbeque for the evening meal (there is no meal in the staff mess that evening).

Visitors' Day: On Saturday, 20th July the Jamborette site will welcome visitors from all over Scotland to experience the exhibition of internationalism that is Blair Atholl. The site will open to guests from 13.00, with an International Country Fair from 14.00. This includes stands from all the visiting Countries as well as every region and gives visitors the opportunity to get a flavour of the Jamborette and the Countries and cultures represented there.

Visitors are welcome to stay for the International Campfire at 21.00 but must leave site after this has finished. Admission is by donation (suggested £2). Atholls are the camp currency and can be used to 'purchase' food or activities from stalls (they have no monetary value).

Final Checklist: Congratulations on reading this far! Now please ensure you have done the following by the necessary dates:

- Spoken with your Team Leader
- Paid Camp Fee

For More Information: For the most up-to-date information about the camp, check out the camp website at www.jamborette.org.uk, email blairatholl2024@jamborette.org.uk or follow us on twitter, facebook and Instagram @BAJamborette

