

AMAZE terms and conditions of membership.

1. Membership

- 1.1 By joining AMAZE members declare that they agree with the AMAZE Statement of Faith.
- 1.2 Membership of AMAZE is open to individual youth or children's work practitioners, their employers and organisations providing youth or children's work services. Members will fit into the following categories at the discretion of AMAZE:
 - 1.2.1 Student
This membership is for those studying a course relevant to AMAZE.
 - 1.2.1.1 Evidence of student status and course should be sent to AMAZE when applying for membership. The decision to allow student membership is at the discretion of AMAZE.
 - 1.2.2 Individual
This membership is for those who work (paid or voluntary) with children or young people.
 - 1.2.3 Group
 - 1.2.3.1 This membership is for those organisations that carry out some form of children's or youth work and may be more appropriate for those with few workers or activities.
 - 1.2.3.2 Group members must provide us with a named contact member and may then add up to 6 other employees or volunteers who may use AMAZE Group membership benefits.
- 1.3 Membership of AMAZE can be ended by any member over the telephone, by email or in writing. Any standing orders should be cancelled by the member.
- 1.4 Membership of AMAZE can be ended by AMAZE at their discretion and without notice.
- 1.5 Entitlement to membership benefits
 - 1.5.1 In order to receive membership benefits Members must pay the annual fee appropriate for their type of membership. This fee can be paid monthly where requested.
 - 1.5.2 Fees may change from time to time. Members will receive at least 1 month notice of any change in fees.
 - 1.5.3 Membership benefits may change from time to time, AMAZE will notify you of any changes.
- 1.6 AMAZE may agree other types of membership with organisations according to their needs. The terms of such arrangements will be agreed in a contract for services.

2. Membership benefits

2.1 *Student Membership benefits*

2.1.1 Internet services

Student members will have access to resources on line that are deemed appropriate for student membership by AMAZE. In doing so student members will have to login to the AMAZE website and must abide by the terms and conditions of the website and any subsequent amendments.

2.1.2 Student members can email admin@amaze.org.uk for further information and advice.

2.1.3 Student members will not have access to information and advice on the telephone.

2.1.4 Representation

2.1.4.1 Amaze will not represent students. Students should seek advice from their course provider if a situation arises in which they feel representation is necessary.

2.1.5 Employment mediation

2.1.5.1 Student members will not have access to employment mediation from AMAZE. Students should seek advice from their course provider if a situation arises in which they feel employment mediation is necessary. The course provider may ask AMAZE to be involved, at our standard rate for Consultancy.

2.2 *Individual Membership benefits*

2.2.1 Internet services

Individual members will have access to resources on line that are deemed appropriate for Individual membership by AMAZE. In doing so Individual members will have to login to the AMAZE website and must abide by the terms and conditions of the website and any subsequent amendments. Individual members also receive a copy of the AMAZE Best Practice Manual.

2.2.2 Individual members can email admin@amaze.org.uk for further information and advice.

2.2.3 Individual members will have access to information and advice on the telephone.

2.2.4 Representation

2.2.4.1 Amaze will provide advice on employment and youth work related matters only. This will be done through its consultants and staff as they see fit and in accordance with the internal processes and policies of any organisations the AMAZE member is working for.

2.2.4.2 When an enquiry is brought to AMAZE by a member, a consultant or staff member will be assigned to them. This person will be the AMAZE member's representative and all communication on the matter between the member and AMAZE will be through the representative.

2.2.4.3 AMAZE will provide advice by email and on the telephone initially. The Representative may decide to be present to represent an AMAZE member at any disciplinary, grievance or redundancy meetings with an employer. The Representative may only do so if the employer has given permission either explicitly or in any formal policy.

2.2.4.4 Where a case has exhausted an employer's internal procedure and appeals process the Representative may suggest that the member takes their case to an employment tribunal. If so the member does so entirely at their own risk, although the Representative may accompany them if mutually agreed. The Representative can not formally represent a member in Employment Tribunal

matters, if this legal representation is required the member may chose to appoint a solicitor at their own cost.

2.2.5 Employment mediation

2.2.5.1 If telephone, email or written advice does not resolve a situation then AMAZE will provide onsite mediation through its staff or consultants. This can be ended at any time and will be at the discretion of AMAZE.

2.2 ***Group Membership benefits***

2.2.1 Internet services

Group members will have access to resources on line that are deemed appropriate for Group membership by AMAZE. In doing so Group members will have to login to the AMAZE website and must abide by the terms and conditions of the website and any subsequent amendments. Group members will also be sent a copy of the AMAZE Youth Work Employment Manual and the AMAZE Best Practice Manual.

2.2.2 Group members can email admin@amaze.org.uk for further information and advice.

2.2.3 Group members will have access to information and advice on the telephone.

2.2.4 Representation

2.2.4.1 Representing employees of Group members

2.2.4.1.1 Amaze will provide advice to those individuals previously named on the membership record on employment and youth work related matters only. This will be done through its consultants and staff as they see fit and in accordance with the internal processes and policies of any organisations the AMAZE member is working for.

2.2.4.1.2 When an enquiry is brought to AMAZE by a member, a consultant or staff member will be assigned to them. This person will be the AMAZE member's representative and all communication on the matter between the member and AMAZE will be through the representative.

2.2.4.1.3 AMAZE will provide advice by email and on the telephone initially. The Representative may decide to be present to represent an AMAZE member at any disciplinary, grievance or redundancy meetings with an employer. The Representative may only do so if the employer has given permission either explicitly or in any formal policy.

2.2.4.1.4 Where a case has exhausted an employer's internal procedure and appeals process and the Representative believes the employee has been treated unlawfully or unfairly they will seek to resolve the matter with the employer. Where this is not possible the Representative may suggest that the employee takes their case to an employment tribunal. If so the employee does so entirely at their own risk, although the Representative may accompany them if mutually agreed. The Representative can not formally represent an employee in Employment Tribunal matters, if this legal representation is required the member may chose to appoint a solicitor at their own cost.

2.2.4.2 Representing the Group member employer

2.2.4.2.1 This will be done through its consultants and staff as they see fit and in accordance with the internal processes and policies of any organisations the AMAZE member is working for.

2.2.4.2.2 When an enquiry is brought to AMAZE by a member, a consultant or staff member will be assigned to them. This person will be the AMAZE member's representative and all communication on the matter between the member and AMAZE will be through the representative. If there is support or advice required for both employees / volunteers and the employer / organisation

then the AMAZE representative will play a facilitative role, in the context of the law, and seek to mediate a mutually agreed solution.

2.2.4.2.3 AMAZE will provide advice by email and on the telephone. If this does not resolve the situation AMAZE can provide onsite consultation for employers at the current consultation fee.

2.2.4.2.4 AMAZE will not make decisions for Group members but will provide advice in the decision making process.

2.2.5 Employment mediation

2.2.5.1 If telephone, email or written advice does not resolve the situation AMAZE can provide onsite consultation for employers at the current consultation fee.