



WORK SUMMARY & TERMS: ROLLER RINK STAFF (ON-RINK / RINKSIDE)

Tilt Events Ltd (Trading as The Artful Dodgems)
Unit 7, Denvers Yard,
Ware,
Hertfordshire
SG11 1AL
Company Reg No: 13114115

This document sets out a formal description of terms for professional associates responsible for delivering roller skating operations as commissioned through Tilt Events Ltd in the season running from 01/01/25 – 31/12/2025.

Though not contractual, it may be taken as clarification of professional relations and terms, with agreement between The Company and the addressed to honour the terms specified.

In normal circumstances, roller rink staff are employed by Sk8 of Minds Ltd., in turn a subcontractor of Tilt Events Ltd. In occasional cases, rink staff may be employed directly by Tilt Events Ltd. All terms are the same in both cases.

1. JOB DESCRIPTION: RINK SAFETY MARSHAL / RINKSIDE ASSISTANCE

The roller rink team is responsible for working with the roller rink operations manager and Directors of Tilt Events Ltd on the delivery of roller-skating operations within mobile venues provided by Tilt Events Ltd., at public and private outdoor events.

Responsibilities include:

- Working with the team to deliver activities according to schedules and terms agreed with the event/client
- Maintaining a safe and secure environment for staff and customers
- Enforcing rink rules and safety guidelines, including protective equipment
- Safeguarding of vulnerable individuals on and within areas under the company's responsibility
- Co-ordination of on-rink activity, including timed sessions
- Co-ordination of off-rink activity, and customer assistance within marked areas
- Repair and maintenance of roller skates and protective equipment

Tasks involve:

- Monitoring site conditions (rink, seating area, queues)
- Assisting customers, including children, on roller-skates
- Assisting customers with protective equipment to ensure correct use
- Assisting teams on skate hire where the additional need arises
- Overhead announcements and public address
- Supporting managers in providing games and activities, and organised classes
- Implementing cordons and other safety measures
- Monitoring and minimising equipment breakage and loss, including on-site fix and replacement

Work environment:

- Event sites conforming to high safety standards
- Outdoor locations with changeable weather
- Shared space with non-company persons
- Daytime and evening working
- Potentially non-secure site perimeters
- Often festival sites with camping for all staff

Broad description of hazards (not complete - for more detail see build health & safety guidelines):

- Danger of injury from roller skating

- Danger of injury from use of roller skates on non-standard surfaces
- Ladder usage
- Trips, slips & falls (as per general risks without roller skates)
- Rain, sun, cold weather
- Working after dark
- Sustained volume of loud music

Note that the structures in which these activities are housed include repurposed vintage structures, with components which are valuable and breakable, and which present potential safety hazards for both team members and the public. This includes, but is not limited to, uneven floor plates, hazards due to high winds or rain from open sides, and other unpredictable factors.

2. WORKING HOURS

A typical event day lasts 9 hours (10am-7pm), though this is not fixed.

Lunch breaks are at the individual's discretion, normally 1 hour in total, with short breaks through the day

Regular water breaks should be taken, especially in hot weather.

Tilt Events Ltd operates to a delivery guarantee for shows and events, meaning that work continues according to the agreed schedule, rather than to pre-limited working hours. This may mean that working hours may be longer than expected, due to conditions or problems delaying the completion of work, or to last minute changes in schedule. Team members are expected to remain available until a suitable endpoint is confirmed by company management, unless agreed beforehand.

Travel time is not included in the working day. All staff should plan journeys to arrive on the event site when activities begin. This includes allowing time for accreditation, security and travel within the site.

3. EMPLOYMENT TERMS

a. Employment through Sk8 of Minds

In normal circumstances, roller rink staff are employed by Sk8 of Minds Ltd., in turn a subcontractor of Tilt Events Ltd.

The employment relationship, be it through payroll or as a self-employed contractor, is with Sk8 of Minds. Wages and payment terms are therefore agreed between individual staff members and Darwin Favourite, and payments processed through Sk8 of Minds.

Payment is processed after invoice is raised by the payee – namely Sk8 Of Minds, which occurs immediately upon following completion of the event and is usually paid by Tilt Events within one week.

b. Employment directly by Tilt Events

In occasional cases, rink staff may be employed directly by Tilt Events Ltd. In such cases, wages and payment terms are agreed between individual staff members and Directors of Tilt Events, and payments processed through the company.

Payment is processed after invoice is raised by the payee. Payee is responsible for any associated accounting, and for their own tax liability upon any invoices.

4. WHAT WE EXPECT

a. Preparation

Prior to working, team members should:

- Read and sign/validate any documents required by the client/event, such as accreditation and H&S induction
- Familiarise themselves with the event in general (age range, demographic, music style, event size)
- Bring appropriate attire based on weather forecast and job description
- Provide their own roller-skates
- Pack their own food/drinks, ascertain any catering allowances and/or make arrangements for purchasing food
- Pack sunscreen, sunglasses, wet weather gear, change of clothes
- If the event requires an overnight stay, pack a tent and camping equipment
- Arrive in good time to begin work, allowing for accreditation time
- Ask company directors or rink operations manager if in doubt about any arrangements

b. On Site “Dos”

Whilst working onsite, team members should:

- Attend a team briefing given by company director or team manager
- Carry out all work with enthusiasm and energy, but also with composure and care
- Respect the decisions and instructions of company directors
- Respect the equipment and structures, many of which are old and fragile
- Respect the hazards and dangers associated with the work
- Wear hi-vis vest or bands at all times in the public eye
- Behave respectfully towards each other, to clients and contractors and to all who share the working area

c. On Site "Don'ts"

Whilst working onsite, team members should not:

- Ignore instructions given by directors, especially those emphasised for safety and precision
- Rush, cut corners or act in a way that endangers safety or themselves or others
- Use offensive language or behave in a way that represents the company to outsiders in a negative way
- Use any language that may be conceived as racist, sexist, homophobic, ablist or discriminating to any groups
- Leave litter
- Become intoxicated
- Post pictures or videos of unfinished build sites on social media
- Post pictures or videos on social media which depict staff or customers negatively, including accidents or injuries
- Post pictures or videos on social media which misrepresent Tilt Events Ltd, which mislead the public as to any individual's, group's or company's role in the activity shown or which unauthorisedly divulges any intellectual property belonging to the company

5. WHAT YOU CAN EXPECT

a. Preparation

Prior to working, company directors or crew managers will provide:

- All information on site location, times, arrangements, accreditation
- Links to health & safety training including government HSE documents
- Risk assessment for the event which will be accessible to all online
- Hi-vis vest (normal site rules require wearing of vests before entry)
- Event schedule

b. On site

Once on site, company directors or team managers will provide:

- Sheltered staff area with seating
- Basic kitchen including kettle and microwave, and occasionally refrigerator and other appliances (power permitting)
- Health & safety guidelines available for reference
- Team briefing and plan for the day
- In situ training and support

Once on site, company directors and team managers will not provide:

- Tents or camping equipment
- Food

The company expects clients/event organisers to provide:

- Car parking
- Toilets
- Tap water
- Fire evacuation plan

6. GENERAL

All staff working under the management and auspices of Tilt Events Ltd and under the trading name of The Artful Dodgems are representing the company at all times, even after working hours and away from the activation area.

Staff are covered under Tilt Events' Employee Liability Insurance, whether employed directly or through Sk8 of Minds.

Occasionally event and site conditions mean that activities are slowed or stopped in order to allow for other processes to occur, or due to delays. In such cases, team members are expected to take a proactive approach, and continue to find ways of working towards the end goal.

7. SIGNATURE

In signing this document (below), team members declare that they understand and agree to the above terms. Team members should retain a copy to refer to after each work engagement and clarify any new queries.

Signature:

Print Name:

Date: