



Health & Safety Policy

Introduction

Northern Hunters UK is committed to ensuring the health, safety, and welfare of all individuals involved in its activities. This includes team members, volunteers, participants, venue partners, and any members of the public who may be affected by our work.

We recognise that paranormal investigations present a unique set of risks. Activities are often carried out in unfamiliar environments, including historic or privately owned buildings, and frequently take place in low-light conditions. As such, Northern Hunters UK adopts a responsible, risk-aware approach to all operations, ensuring that safety is embedded into the planning and delivery of every investigation.

This policy outlines how Northern Hunters UK manages health and safety in accordance with the Health and Safety at Work etc. Act 1974 and associated regulations, and demonstrates our commitment to providing a safe and controlled environment at all times.

Our Approach to Health and Safety

Health and safety is a fundamental part of how Northern Hunters UK operates. We are committed to ensuring that all activities are conducted in a way that minimises risk and protects those involved.

We take a proactive approach to identifying potential hazards and implementing appropriate control measures. This includes careful planning prior to investigations, clear communication during activities, and ongoing awareness of environmental and situational risks.

We recognise that responsibility for health and safety is shared. While Northern Hunters UK provides structure, guidance, and oversight, all individuals involved in our activities are expected to act responsibly, remain aware of their surroundings, and contribute to maintaining a safe environment.

Scope of the Policy

This policy applies to all activities organised or delivered by Northern Hunters UK. This includes paranormal investigations, events, and any associated operational activities. It covers all individuals involved in our work, including team members, volunteers, participants, and any third parties present during investigations. The policy applies to all environments in which we operate, whether indoor or outdoor, and to both physical and organisational aspects of health and safety.

Roles and Responsibilities

Northern Hunters UK retains overall responsibility for ensuring that appropriate health and safety arrangements are in place. This includes the identification of risks, the implementation of control measures, and the provision of clear guidance to those involved in our activities.

For each investigation or event, a designated lead is responsible for overseeing safety on the ground. This includes ensuring that participants are appropriately briefed, that risks are managed during the activity, and that any issues are addressed promptly and effectively.

All team members are expected to support this approach by acting responsibly, following instructions, and maintaining awareness of their environment. Participants also play an important role and are expected to follow guidance, respect safety boundaries, and behave in a manner that does not place themselves or others at risk.

Risk Management

Northern Hunters UK adopts a structured approach to risk management. Wherever possible, potential hazards are identified in advance of an investigation, and appropriate steps are taken to reduce or control those risks.

Risk assessments consider a range of factors, including the physical condition of the location, environmental conditions, access and exit routes, and the nature of the activity being undertaken. Particular attention is given to the challenges associated with low-light environments, unfamiliar surroundings, and the movement of groups within confined or complex spaces. Where risks cannot be adequately controlled, activities will not proceed. Safety will always take priority over operational objectives.

Nature of Operational Risks

The environments in which Northern Hunters UK operates can present a number of inherent risks. These may include uneven flooring, restricted access areas, limited lighting, and structural features typical of older or historic buildings.

In addition to physical risks, we recognise that paranormal investigations can create psychological or emotional responses. Feelings of anxiety, fear, or disorientation may occur, particularly in unfamiliar or low-visibility environments. Northern Hunters UK takes these factors seriously and ensures that individuals are supported appropriately.

We aim to create a controlled and calm environment in which risks are minimised and individuals feel safe to participate.

Safe Working Practices

Northern Hunters UK promotes a consistent and structured approach to safe working. Investigations are conducted in a controlled manner, with clear leadership and communication throughout.

We operate a strict approach to group management, ensuring that individuals are aware of their surroundings and that movement within locations is carried out safely. Individuals are expected to follow instructions, remain within permitted areas, and avoid unnecessary risks.

A no lone-working approach is maintained during investigations to ensure that support is always available if required. This helps to reduce both physical and psychological risks and ensures that all participants remain accounted for at all times.

Use of Equipment

Equipment used during investigations forms an important part of our activities but must be handled responsibly.

Northern Hunters UK ensures that equipment is used appropriately and does not introduce unnecessary risk. Care is taken to manage hazards such as trailing cables or tripods, and individuals are expected to use equipment safely and only where they are confident in its operation.

The safe use of equipment is considered as part of overall risk management, and adjustments are made where necessary to maintain a safe environment.

Emergency Preparedness

Northern Hunters UK recognises the importance of being prepared for emergencies. Clear procedures are in place to ensure that incidents are managed effectively and that individuals can be supported quickly if required.

At the start of each investigation, individuals will be made aware of key safety information, including emergency exits and any specific risks associated with the location. In the event of an incident, the investigation lead will take control and coordinate the appropriate response.

Where necessary, emergency services will be contacted, and all individuals are expected to follow instructions promptly to ensure their safety and the safety of others.

First Aid and Welfare

We take a practical approach to first aid and welfare, ensuring that basic provisions are available during investigations and that individuals can access support if needed.

Northern Hunters UK recognises that wellbeing extends beyond physical safety. Participants who experience distress, discomfort, or anxiety will be supported in a calm and respectful manner, and steps will be taken to ensure they are moved to a safe and appropriate environment.

Behaviour and Conduct

Maintaining a safe environment relies heavily on the behaviour of those involved. Northern Hunters UK expects all individuals to act responsibly, respectfully, and in a way that supports the safety of others.

The use of alcohol or drugs before or during investigations is not permitted. Any behaviour that compromises safety, disrupts the investigation, or places others at risk will be addressed immediately.

A professional and controlled environment is essential to ensuring that investigations are conducted safely and effectively.

Incident Reporting and Learning

Northern Hunters UK is committed to learning from experience. All incidents, accidents, and near misses are taken seriously and should be reported as soon as possible.

This allows us to understand what has occurred, identify any improvements that can be made, and strengthen our approach to health and safety moving forward.

Embedding a Safety Culture

Health and safety is not treated as a standalone requirement but as an integral part of how Northern Hunters UK operates. We aim to create a culture in which safety is understood, valued, and consistently applied.

By promoting awareness, encouraging responsibility, and maintaining clear expectations, we ensure that safety remains a priority across all activities.

Review of Policy

This policy will be reviewed regularly to ensure that it remains up to date, reflects current best practice, and continues to meet the needs of Northern Hunters UK and those involved in its activities.