



# Professional Standards & Ethics Policy

## Introduction

Northern Hunters UK operates as a private, non-commercial group committed to the structured and respectful exploration of historically significant environments. Our work often takes place within locations that hold cultural, personal, or historical importance, and in some cases involve reports of unexplained or experiential phenomena.

We recognise that access to such environments is based on trust. This trust is placed in us by property owners, venue partners, and the individuals who participate in our activities. Maintaining that trust is fundamental to our ability to operate and is central to everything we do.

This policy sets out the professional and ethical standards that guide all Northern Hunters UK activity. It reflects our commitment to operating in a controlled, responsible, and respectful manner at all times.

## Our Approach to Professional Standards

Professionalism is embedded within the culture of Northern Hunters UK. All investigations and associated activities are planned, structured, and delivered with a clear focus on safety, control, and respect.

We do not approach investigations as entertainment or spectacle. Instead, we recognise the significance of the environments in which we operate and conduct ourselves accordingly. Our work is grounded in observation, documentation, and considered exploration, rather than sensationalism or performance.

We maintain a calm and controlled atmosphere during all activity. Behaviour that is disruptive, exaggerated, or theatrical is not consistent with our standards and is not accepted.

Professional standards are reflected not only in how investigations are conducted, but also in how individuals communicate, interact, and represent Northern Hunters UK both in person and externally.

## **Respect for History, Environment, and Context**

Many of the locations accessed by Northern Hunters UK are connected to real historical events, communities, and individuals. In some cases, these histories may involve themes of hardship, illness, or loss.

We approach all such environments with sensitivity and respect. Our work is carried out with an awareness that these are not simply locations, but places with meaning and significance.

We do not seek to provoke, disturb, or misrepresent. Language, behaviour, and conduct must reflect an understanding of the context of each location. This includes avoiding actions or commentary that could be considered disrespectful to the history or to those connected to it.

## **Integrity and Representation**

Northern Hunters UK is committed to maintaining honesty and integrity in how its activities are conducted and represented.

We do not make exaggerated claims, fabricate experiences, or present information in a misleading way. Observations and findings are treated with care and are not overstated or manipulated for effect.

Where content is shared externally, it is presented in a way that is accurate, measured, and reflective of the environment in which it was captured. We recognise that how we represent our work has a direct impact on our reputation and on the perception of the locations we access.

All individuals involved in Northern Hunters UK activities are expected to represent the group in a manner that reflects these standards.

## **Respectful and Professional Behaviour**

The behaviour of individuals is central to maintaining professional standards. Northern Hunters UK expects all team members and participants to act in a calm, respectful, and responsible manner at all times.

Interactions with others should be considerate and appropriate, particularly in environments where individuals may feel uncertain or vulnerable. Communication should remain clear, respectful, and supportive.

Behaviour that is disruptive, disrespectful, or inconsistent with the standards set out in this policy will not be accepted. Maintaining a professional environment is essential to both safety and the integrity of the investigation.

### **Accountability and Responsibility**

Professional standards are upheld through shared responsibility. While Northern Hunters UK provides structure, leadership, and oversight, all individuals are expected to take personal responsibility for their behaviour and actions.

Failure to meet the standards outlined in this policy may result in action being taken. This may include removal from an investigation, restriction from future participation, or other appropriate measures.

Accountability is essential to maintaining a safe, respectful, and professional environment, and to protecting the reputation of Northern Hunters UK.

### **Relationships with Venues and Partners**

Northern Hunters UK places significant importance on maintaining positive and professional relationships with property owners, venue managers, and partners.

We are committed to operating within the terms agreed for access and use of any location. This includes respecting all conditions, restrictions, and expectations set by the venue.

Clear, respectful, and transparent communication is maintained at all times. Any concerns raised by a venue or partner are taken seriously and addressed appropriately.

Our aim is to ensure that all interactions reflect professionalism, reliability, and respect, supporting long-term relationships and continued access to locations.

### **Ethical Approach to Investigations**

Northern Hunters UK adopts an ethical approach to all investigations. This includes recognising the potential impact that environments may have on individuals, both physically and psychologically.

We do not encourage behaviour that could cause distress, fear, or discomfort beyond what is reasonable within a controlled setting. Individuals are supported throughout, and wellbeing is prioritised at all times.

We recognise that the nature of paranormal investigation can be open to interpretation. As such, our approach remains grounded, respectful, and free from intentional influence or manipulation.

### **Continuous Improvement**

Northern Hunters UK is committed to continually improving its standards and approach.

Feedback from team members, participants, and venue partners is valued and used to inform ongoing development. By reflecting on experience and maintaining high expectations, we ensure that our approach remains responsible, effective, and aligned with best practice.

### **Review of Policy**

This policy will be reviewed regularly to ensure it remains relevant, effective, and reflective of the values and standards of Northern Hunters UK.