

The Wild Hub CIC

HEALTH & SAFETY POLICY

The CIC recognises and takes its responsibility for the health, safety and wellbeing of employees, volunteers, visitors, and service users very seriously.

The CIC aims:

- To identify, evaluate and control all significant hazards and risks including behavioural matters.
- To comply with all relevant Environmental, Health and Safety (EHS) legislation.
- To provide all employees and volunteers with information, instruction, training, and supervision needed to work safely and effectively with due regard to the environment.
- To promote and reinforce positive safe behaviours, challenging and positively modifying unsafe behaviours.

The CIC expects all employees to act responsibly, to take reasonable steps to protect the health and safety of themselves and others, to act in a way that does not negatively impact the environment and to maintain standards.

Health and Wellbeing

The CIC takes the physical and mental wellbeing of all employees very seriously and encourage them to seek ways to improve the physical and mental health of themselves and others.

The CIC commits to treating everyone with respect and dignity and does not condone any form of bullying and harassment. If an employee has any concerns, it is important to speak to someone who can provide support. Any concerns should be directed to Viki Hughes . All discussions will be treated in strictest confidence.

First Aid

There are trained First Aiders and details can be found on The Wild Hub Handbook. In the event of an emergency and if a first aider is not available, please call 999. If an employee becomes unwell this should be reported to Viki Hughes immediately and necessary support will be given.

Personal Property

The CIC does not accept liability for any loss of or damage to any property.

Car Parking

The CIC does not accept liability for any theft or damage that may occur to vehicles parked on any premises.

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Mobile Phones

Communication is essential for daily lives. The CIC appreciates that from time to time it may be necessary to make or take personal calls. These should be kept to a minimum and should not have a detrimental effect on employee's work.

Behaviour

All employees are expected to:

- Behave in a respectful manner conducive to a pleasant working environment.
- Not possess, use, or sell alcohol, drugs, or other banned substances.
- Not possess or show any material that may be deemed to breach the Equality Policy.
- Use CIC property for CIC business only.

Smoking & Substance Abuse

The CIC operates a non-smoking policy. Use of illegal substances is not permitted.