



Reg. Charity 1092515

1 Down Barn Close
Winterbourne Gunner
Salisbury
SP4 6JP

www.greatbustard.org



Patron: HM King Charles III

Health and Safety Policy

Effective from: 22nd October 2025

Review date: 31st December 2026

1. Policy Statement

The Great Bustard Group is committed to ensuring the health, safety, and wellbeing of its staff, volunteers, trustees, contractors, and members of the public who may be affected by our activities.

As a conservation charity, our work may involve outdoor activities, practical habitat management, and working in natural environments. We will take all reasonably practicable steps to reduce risks and provide a safe working environment in accordance with relevant legislation, including the Health and Safety at Work etc. Act 1974.

We aim to promote a positive safety culture where everyone shares responsibility for preventing accidents, injuries, and ill health.

2. Responsibilities

Board of Trustees

- Has overall responsibility for health and safety within the organisation.
- Ensures that appropriate policies, procedures, and resources are in place.

Designated Health and Safety Lead / Manager

- Oversees the implementation of this policy.
- Ensures risk assessments are carried out where necessary.
- Provides guidance and support to staff and volunteers.

Staff and Volunteers

- Take reasonable care for their own health and safety and that of others.
- Follow safety procedures and instructions.
- Use equipment safely and report hazards, accidents, or near misses.

3. Risk Assessment

The Great Bustard Group will identify and assess risks associated with its activities and take appropriate measures to reduce those risks. Risk assessments will be carried out for relevant activities, particularly:

- Fieldwork and conservation tasks
- Volunteer workdays
- Use of tools or equipment
- Events and public activities

Control measures will be implemented and communicated to those involved.

4. Safe Working Practices

To maintain a safe environment, the charity will:

- Provide appropriate information, instruction, and supervision where required.
- Ensure equipment and tools are safe and properly maintained.
- Ensure staff and volunteers are aware of safe working procedures.
- Encourage the use of appropriate protective equipment where needed.
- Plan activities to minimise risk to participants and the public.

5. Accident and Incident Reporting

All accidents, injuries, near misses, or dangerous occurrences should be reported as soon as possible to the relevant supervisor or designated lead.

Records of incidents will be maintained, and appropriate action will be taken to prevent recurrence.

6. Volunteers and Public Safety

As a conservation charity, we frequently involve volunteers and members of the public in our activities. We will:

- Provide clear instructions and supervision during activities.
- Ensure risks are explained before work begins.
- Take reasonable steps to ensure activities are safe and suitable for participants.

7. Training and Awareness

Where appropriate, staff and volunteers will receive information or training relevant to their roles, particularly for activities involving tools, equipment, or fieldwork.

8. Monitoring and Review

This policy will be reviewed periodically and updated as necessary to ensure it remains effective and appropriate for the charity's work.

Approved by:



David Waters
Executive Officer

Date: 2nd October 2025