



Heal Rewilding Code of Conduct

This Code of Conduct applies to **all trustees, staff, and both individual and corporate volunteers** at Heal Rewilding. It reflects our core values and will be embedded in other Heal policies and procedures. This Code will be reviewed annually to ensure it stays relevant and effective.

By following this Code, we collectively contribute to a positive, inclusive, and safe environment for everyone.

Our Expectations

All trustees, staff and volunteers must:

1. Respect the Environment

- Value and respect all forms of nature, **treating every species and habitat with care and compassion**
- Work in ways that **minimise consumption, waste, and pollution**, taking responsibility for reducing our environmental impact.
- Leave the site as you find it and take your rubbish and recycling home with you
- **Not bring dogs on site**, unless they are assistance dogs, for the benefit and protection of wildlife

2. Act with Integrity, Empathy and Openness

- Be honest, fair, and trustworthy in all actions, promoting **collaboration and transparency** in our relationships with colleagues, volunteers, and external stakeholders
- Listen actively and **respect the opinions of others**, even when they differ from our own
- Maintain an **open mind to new ideas** and show willingness to experiment with thoughtful, innovative approaches

3. Treat Everyone Fairly and Without Discrimination

- Treat all individuals fairly and without **prejudice, bias, or discrimination**.
- Be open to **challenging and being challenged** on assumptions, biases, or behaviours that may exclude or harm others.



4. Use Appropriate and Respectful Language

- Ensure all language and communication are **respectful, inclusive, and non-discriminatory**.
- Avoid making **derogatory, insensitive, or sexually suggestive remarks** or gestures.

5. Challenge and Report Unacceptable Behaviour

- If safe to do so, **challenge unacceptable behaviour** or language when it occurs.
- Report any breaches of this Code, or any concerns, **promptly to a manager or trustee**. Seek advice if unsure of the best course of action.

6. Respect Privacy and Handle Information Securely

- Respect everyone's **right to privacy** and maintain **confidentiality** where appropriate.
- Ensure personal data is **securely managed** and only shared with appropriate parties when necessary.

7. Promote Safety and Use Equipment and Facilities Responsibly and In Line with Heal Policies

- Use any equipment provided **safely and for its intended purpose**
- Respect and adhere to Heal's **vegetarian kitchen** policy where no meat or fish is to be prepared or cooked in the kitchen.
- Follow activity-specific **risk assessments** and safety protocols to reduce risks and protect others.
- Drive **slowly and carefully** on site and in the surrounding areas.

8. Commit to Continuous Learning and Compliance

- Staff and trustees must stay informed about and **adhere to all relevant policies and procedures**.
- **Complete any required training** to ensure competence and safety in their roles.

Next Steps

This Code is a shared commitment by everyone at Heal. Together, we create an environment that is welcoming, safe, and respectful for all.

If you have questions about this Code or how it applies to specific situations, please contact a member of the **senior management team or trustee**.