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Charity Number: 1190806

Safeguarding Vulnerable Adults Policy

Purpose

The purpose of this policy is to protect vulnerable adults and other adults who YIHA yoga teachers may come into contact with when delivering the 10-week Yoga4Health Social Prescribing Programme. The purpose of this policy is to protect people from any harm that may be caused by coming into contact with those working for, or representing, the Yoga in Healthcare Alliance (YIHA). This includes harm arising from:

- The conduct of staff or personnel associated with YIHA.
- The design and implementation of YIHA's programmes and activities

The policy lays out the commitments made by YIHA and informs staff and associated personnel of their responsibilities in relation to safeguarding.

This policy does not cover:

- Sexual harassment in the workplace – this is dealt with under YIHA's Anti Bullying and Harassment Policy.
- Safeguarding concerns in the wider community not perpetrated by YIHA or associated personnel.

YIHA does not offer any classes or services to children but Yoga4Health tutors may witness safeguarding children concerns at their place of work. Tutors should report any safeguarding children concerns that arise to the YIHA Designated Safeguarding Lead (DSL) for further advice.

What is safeguarding?

In the UK, safeguarding means protecting peoples' health, wellbeing, and human rights, and enabling them to live free from harm, abuse, and neglect¹

In our sector of yoga in healthcare, we also consider it to mean protecting vulnerable adults and other adults from the risk of harm encountered from YIHA staff or YIHA programmes.

Scope

- YIHA Directors, staff and Yoga4Health teachers delivering the Yoga4Health programme.
- Associated personnel at YIHA events, including volunteers and contractors.

¹ NHS 'What is Safeguarding? Easy Read' 2011

Policy Statement

YIHA believes that everyone we encounter, regardless of age, gender identity, disability, sexual orientation, or ethnic origin has the right to be protected from all forms of harm, abuse, neglect, and exploitation. YIHA will not tolerate abuse and exploitation by staff or associated personnel.

This policy will address the following areas of safeguarding: adult safeguarding, and protection from neglect, sexual exploitation and abuse. These key areas of safeguarding may have different policies and procedures associated with them (see Associated Policies).

YIHA commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

Prevention

YIHA responsibilities

YIHA will:

- Ensure that all Yoga4Health teachers, Directors and staff have access to, are familiar with, and know their responsibilities within this policy.
- Design and undertake all its programmes and activities in a way that protects people from any risk of harm that may arise from them encountering the YIHA. This includes the way in which information about individuals in our programmes is gathered and communicated.
- Implement stringent safeguarding procedures when training and certifying Yoga4Health teachers, recruiting Board members/Trustees and managing and deploying staff/volunteers and associated personnel. Alongside their teaching insurance and first aid, all Yoga4Health teachers are required to hold a current DBS certificate and have completed YIHA-recommended training on Safeguarding Vulnerable Adults.
- Ensure everyone receives training on safeguarding at a level commensurate with their role in the organization.
- Follow up on reports of safeguarding concerns promptly and according to due process.

Staff responsibilities

Adult safeguarding

YIHA staff and associated personnel must not:

- Sexually abuse or exploit adults.
- Subject an adult to physical, emotional or psychological abuse, or neglect.

Protection from sexual exploitation and abuse

YIHA Yoga4Health teachers and associated personnel must not:

- Engage in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics.

Additionally, Yoga4Health teachers and associated personnel are obliged to:

- Complete a recognised Adult Safeguarding course, emergency first aid at work and DBS certification (See Safeguarding Guidance for Tutors document).
- Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy. This is done by the way Yoga4Health teachers hold the space for classes and create an environment in which everyone feels safe and is protected.
- Familiarise themselves with the YIHA Safeguarding Policy and Associated Guidance for Tutors and the Safeguarding Policy and Process at the organisation/ venue where they are delivering the Yoga4Health Programme, noting their Designated Safeguarding Lead for immediate reporting of Safeguarding concerns.
- Immediately report any concerns or suspicions regarding safeguarding violations by any YIHA teachers or associated personnel via the contact details given within this policy.

Reporting

Yoga4Health tutors should ensure that they have familiarised themselves with the Safeguarding Policy and Processes of the organisation/ venue for which they are working, identifying the Designated Safeguarding Lead at that establishment to swiftly report any concerns.

Yoga4Health tutors may also download the NHS app for guidance on the swift and appropriate reporting of Safeguarding Concerns in their locality (see Safeguarding Guidance for Tutors document).

When reporting a Safeguarding concern ensure that you write down all of the information available to you such as date, time, place and name of those present, avoid expressing opinion but instead aim to give an objective and factual account of events.

Yoga4Health tutors can seek further advice from the YIHA Designated Safeguarding Lead, being mindful that Safeguarding concerns must be reported as soon as possible to the correct agency. If you are concerned or need advice you can contact the YIHA Designated Safeguarding Lead via the contact details below.

How to report a safeguarding concern

Yoga4Health tutors who have a concern relating to safeguarding should report it immediately to the Designated Safeguarding Lead at the organisation where they are delivering the Yoga4Health programme. Staff members or those representing the Yoga in Healthcare Alliance can report Safeguarding concerns immediately to their manager or the YIHA Designated Safeguarding Lead. The Designated Safeguarding Lead is normally a representative from the YIHA Board of Directors/Trustees. As this trustee is currently on maternity leave, the Quality Assurance and Accreditation Officer is covering this role for 6 months. If you wish to report a Safeguarding concern, are given cause to report a Safeguarding concern at another organisation (e.g., Yoga4Health tutors) or you wish to seek advice on a matter related to your YIHA role please contact: ajcyoga4health@gmail.com (07912353934)

Response

YIHA will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations.

YIHA will apply appropriate disciplinary measures to staff found in breach of its policy.

YIHA will offer support to survivors of harm caused by staff or associated personnel.

Confidentiality

Safeguarding practices rely on reliable information being shared across agencies in a timely manner to ensure swift communication of any risks. Information relating to Safeguarding concerns and subsequent case management should be kept secure at all times.

Associated Policies and Documents

Code of Conduct

Anti-Bullying and Harassment policy

Disclosure of Malpractice in the Workplace (Whistleblower) Guidance

Tutor Safeguarding Guide

Complaints Policy

Equality, Diversity and Inclusion Policy

Grievance and Disciplinary Procedures

Glossary of Terms

Beneficiary of Assistance

Someone who directly receives services from YIHA's programmes. Note that misuse of power can also apply to the wider community that YIHA serves, and can include exploitation by giving the perception of being in a position of power.

Child

A person below the age of 18 (YIHA does not currently offer any programmes for those under the age of 18)

Harm

Psychological, physical and any other infringement of an individual's rights

Psychological harm

Emotional or psychological abuse, including (but not limited to) humiliating and degrading treatment such as bad name calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation.

Protection from Sexual Exploitation and Abuse (PSEA)

The term used by the humanitarian and development community to refer to the prevention of sexual exploitation and abuse of affected populations by staff or associated personnel. The term derives from the United Nations Secretary General's Bulletin on Special Measures for Protection from Sexual Exploitation and Abuse (ST/SGB/2003/13)

Safeguarding

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect²

In our sector, we understand it to mean protecting people, including children and at-risk adults, from harm that arises from coming into contact with YIHA staff or programmes. An appropriate definition is of safeguarding within the YIHA context is:

Safeguarding means taking all reasonable steps to prevent harm, particularly sexual exploitation, abuse and harassment from occurring; to protect people, especially vulnerable adults and children, from that harm; and to respond appropriately when harm does occur.

This definition draws from our values and principles and shapes our culture. It pays specific attention to preventing and responding to harm from any potential, actual or attempted abuse of power, trust, or vulnerability, especially for sexual purposes.

Safeguarding applies consistently and without exception across our programmes, partners and staff. It requires proactively identifying, preventing, and guarding against all risks of harm, exploitation and abuse and having mature, accountable and transparent systems for response, reporting and learning when risks materialise. Those systems must be survivor-centred and protect those accused until proven guilty.

Safeguarding puts beneficiaries and affected persons at the centre of all we do.

Sexual abuse

The term 'sexual abuse' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation

The term 'sexual exploitation' means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. This definition includes human trafficking and modern slavery.

Survivor

The person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience, and the capacity to survive, however it is the individual's choice how they wish to identify themselves.

At risk/vulnerable adult

² NHS 'What is Safeguarding? Easy Read' 2011

A person who is or may be in need of care by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

Change Record

Date of Change:	Changed By:	Comments:
26.11.20	Paul Fox	Policy approved by the Trustees next review date May 2021 unless required before.
9.3.21	Paul Fox/Amanda Jane Crompton	Policy updated with minor amendments to interlink better with YIHA policy suite. Policy approved by the Trustees
14.04.2021	Amanda Jane Crompton	Updated in line with DSL training
16.04.21	Paul Fox	Approved by Directors