YOGA IN HEALTHCARE
ALLIANCE

Safeguarding Lead: Paul Fox, 36 Chapel Street, Ely, Cambridgeshire CB6 1AD
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Charity Number: 1190806

Safeguarding Policy

DATE: 20th November 2020 – Next Review Date: May 2021

Purpose
The purpose of this policy is to protect vulnerable adults and other adults who may participate in the 10-week Yoga4Health Social Prescribing Programme offered by YIHA yoga teachers. YIHA does not offer any classes or services to children. The purpose of this policy is to protect people from any harm that may be caused by coming into contact with 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.

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 neglect[1]
In our sector of yoga in healthcare, we understand it to mean protecting vulnerable adults and other adults from the risk of harm from coming into contact with our staff or programmes.

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

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[1] NHS 'What is Safeguarding? Easy Read' 2011

Policy Statement

YIHA believes that everyone we come into contact with, 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 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 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 their coming into contact with 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:
- 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.
- Report any concerns or suspicions regarding safeguarding violations by any YIHA teachers or associated personnel to the appropriate staff member: Paul Fox

Enabling reports

YIHA will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with. Paul Fox can be contacted by email on: contactyoga4health@gmail.com or on 07782 413146. Communications will be kept confidential.

Any Yoga4Health teacher, Directors or associated personnel reporting concerns or complaints through YIHA's formal whistleblowing channels will be protected by YIHA's Disclosure of Malpractice in the Workplace (Whistleblowing) Policy.

YIHA will also accept complaints from external sources such as members of the public, partners and official bodies.

How to report a safeguarding concern

Staff members who have a complaint or concern relating to safeguarding should report it immediately to YIHA's Safeguarding Focal Point: Paul Fox, or other line manager if delivering the Yoga4Health programme within another organisation or partnerhsip. If the staff member does not feel comfortable reporting to their Safeguarding Focal Point or line manager (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to any other member of the YIHA Board of Directors/Trustees.

Nicole Schnackenberg: nicole.schnackenberg@gmail.com

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
It is essential that confidentiality in maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need to know basis only, and should be kept secure at all times.

Associated policies

Code of Conduct
Anti Bullying and Harassment policy
Disclosure of Malpractice in the Workplace (Whistleblower) policy
Adult Safeguarding policy
PSEA (Protection from Sexual Exploitation and Abuse by staff) policy
Complaints Policy
Other policies as appropriate

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 also 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 neglect[2]

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 our staff or programmes. One donor definition is as follows:

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 also 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 incudes 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

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.

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[2] NHS 'What is Safeguarding? Easy Read' 2011