



## Yoga in Schools Policy for Safeguarding, Child Protection and Prevention 2024

The directors of Yoga in Schools Community Interest Company recognise its responsibility for Safeguarding and Child Protection.

All adults employed by Yoga in Schools will be provided with a copy of this policy and must indicate their commitment to it by signing a declaration to say that they have read it and will adhere to it. The declaration will be kept in Yoga in Schools records.

This policy applies to all staff/volunteers, whether directly employed or working freelance, and focuses on the following elements:

- Staff recruitment and selection – ensuring that all staff and volunteers who have unsupervised access to children/young people have been safely recruited and appropriately checked through the [DBS](#) (previously known as CRB) process.
- Staff training – ensuring all staff and volunteers attend a basic safeguarding course.
- Implementing procedures for identifying and reporting suspected cases of abuse.
- Establishing a safe and nurturing environment where children/young people feel safe and happy (in person and online\*).
- Any Government guidelines surrounding any reportable/notifiable health or disease outbreak or pandemic, to ensure that staff, students and teachers are safe.

We recognise that our instructors/volunteers who work regularly with children/young people are well placed to notice changes in behaviour and/or physical injuries. We will therefore:

- Report any unusual / inappropriate behaviour to the Designated Safeguarding Lead (DSL) or Safeguarding Officer of the school or organisation.
- Ensure staff/volunteer are approachable, so that children and young people feel they can talk to them if they are worried about something and for the children and young people to receive a consistent, supportive response.
- Ensure the DSL or Safeguarding Officer in the school or other organisation with whom Yoga in Schools contractually works, is informed immediately of any concern.



We will also:

- Ensure that all staff/volunteers receive basic Safeguarding training every three years.
- Ensure that all staff/volunteers complete online Channel Training as part of the government's counter-terrorism strategy, [Prevent](#).
- Ensure that all staff/volunteers have read and signed this safeguarding policy and know who the DSL or Safeguarding Officer is in the school or organisation they are visiting in case they need to pass on concerns.
- Keep accurate written records of concerns for a child/young person, even in cases where a referral is not appropriate immediately.
- Ensure that all staff/volunteers are recruited safely and have had the appropriate and official checks (e.g. DBS). Online safer recruitment training is available at: [www.nspcc.org.uk](http://www.nspcc.org.uk).
- Ensure that all staff/volunteers are aware that they must refer any allegations against a member of staff/volunteer to the DSL or Safeguarding Officer in the school or organisation, who will then report to the Local Authority Designated Officer (LADO)
- Ensure that written permission is explicitly given by both staff and parents for any classes that need to run online.

## Recruitment

All staff/volunteers must provide the following information, to be held centrally by the Yoga In Schools Manager:

- Full personal details including current UK address and photo ID
- Names of two independent referees (if requested)
- Previous experience and relevant qualifications
- DBS certificate
- Competencies and areas of interest
- Public Liability insurance certificate

## If abuse is suspected

- Observations, conversations or concerns will be recorded, signed and dated.
- The matter must not be investigated or discussed with anyone other than the DSL or Safeguarding Officer.
- The DSL or Safeguarding Officer will assess the information and within **48 hours** and contact the appropriate local statutory services, if necessary.



### **If abuse is reported/alleged**

- The child/young person will be listened to and encouraged to speak without interruption, comment or judgement.
- Where possible, clarify what the child/young person means when using certain terms – do not take it for granted that their understanding of a term is the same as yours or of a legal definition.
- It will be explained to the young person that information may need to be shared in certain circumstances.
- Do not use leading questions. Think T.E.D. instead – Tell me... Explain that... Describe that...
- If the child/young person does not want to say anything further, they do not have to.

### **The matter must not be investigated or discussed with anyone other than the DSL or Safeguarding Officer of the school or other organisation for whom Yoga in Schools is providing yoga.**

- A written account of the report or allegation will be made immediately, signed and dated and the information passed to the DSL or Safeguarding Officer.
- The DSL or Safeguarding Officer will assess the information and within **48 hours** and contact the appropriate local statutory services, if necessary.
- If the matter is regarded as critical it should be referred immediately and directly to the Safeguarding Assessment Team at the relevant Local Authority Social Services. Local Authorities have a designated officer (designated senior manager in Wales) responsible for the management of allegations against people who work with children.

### **Protecting staff/volunteers**

The Directors of Teen Yoga Foundation and Yoga In Schools recognise the importance of protecting its employees from possible allegations of abuse and recommends the following guidelines:

#### **Yoga in Schools staff should not:**

- Be the only worker in a building when they are working with young people.
- Lock and unlock premises without another adult present.
- Transport young people in a car/minibus or other vehicle without another adult present.
- Take young people to their homes.



- Make inappropriate contact with young people, i.e. develop relationships outside the context of teaching yoga, including via personal social media websites such as Facebook, Instagram or Tik Tok.
- Leave young people unattended.
- Leave young people in the presence of adults who are not suitably trained.
- Leave young people in the presence of adults not known to the school or other organisation for whom Yoga in Schools is working.
- Leave young people in the presence of adults who have not had relevant DBS checks.
- Show favouritism to individuals or groups of young people within a particular group.
- \*Run classes online unless this is specifically requested by the school via a platform deemed secure and acceptable by the individual school. Parents and staff must both give their explicit consent to any online classes that run on Zoom, or school-managed platform, or any other online meeting room. Any Yoga In School's teacher who is teaching from their home space must be in a space secure from any other adult. All online forums should be password protected and a consent form should appear on the online platform sharing strict class rules, and confirmation that they are using a private, secure computer. It is essential to advise that online lesson must not be recorded.

### **Allegations about Staff/Volunteers of Yoga in Schools or other organisation for whom Yoga in Schools is working.**

- If any allegation is made or suspicions emerge regarding any member of staff/volunteer of Yoga in Schools, this will be reported to the DSL or Safeguarding Officer.
- Should an allegation be made about a member of Yoga in Schools staff, a freelance worker/volunteer, Yoga in Schools' Directors will provide supervision to ensure that colleague's well-being is protected.
- Following investigation and reporting, if further action is required, the following procedure will apply during which all information relating to the allegation will remain confidential:
  - If the allegation involves another young person, the DSL or Safeguarding officer will make contact with the young person's parent/guardian/carer to advise them of the process. Relevant external bodies will also be advised.
- A detailed factual record of the allegation and all action taken will be recorded.
- Consideration will be given to the suspension of the Yoga in Schools staff member involved in the allegation, or discontinuation of their employment as a freelancer/volunteer.
- If the alleged perpetrator is present do not criticise them. Explain what you will do next, e.g. you will need to pass this information to the DSL or Safeguarding Officer for further appropriate action.



## Photography

Since young people may be photographed while participating at Yoga in Schools lesson, events and activities, written permission from parents/guardians must be obtained by the school or other organisation to consent to any photographic material to be used in the public domain.

**ALL STAFF have a responsibility for action in cases of suspected child abuse. The following procedure should be followed if you have concerns about the safety of a child/young person or if a disclosure is made.**

## Guidance

1. If a child/young person asks to speak to you about a problem, **DO NOT** promise confidentiality, but explain that it may be necessary to consult a senior colleague. Explain this as soon as possible to the child/young person.
2. **RECEIVE** – Stop and listen if someone wants to tell you about suspicions of abuse. Listen quietly and actively, giving your undivided attention. Allow silences when needed. Do not show shock or disbelief and take what is said seriously.
3. **REASSURE** – Stay calm and give reassurance to the child/young person. Explain to the child/young person that they have done the right thing by telling you and that what has happened is not their fault.
4. **REACT** – Establish the facts of what has happened but do not ask leading questions. Keep questioning open, e.g. 'Is there anything else you want to say?' or 'Can you tell me more?'
5. **RECORD** – If possible, make brief notes about what the child/young person is telling you as they are speaking. If this is not appropriate, write down what was said, as soon as the child has left. Record the date, time, place, your name and role and what was said, not your interpretation of it. Use the child's/young person's language wherever possible. In most cases it is more appropriate to listen and record immediately afterwards.
6. **REPORT** – Report the incident to the DSL or Safeguarding Officer as soon as possible and do not tell any other adults or children/young people about it. Ensure that the safeguarding lead person has your notes of what was said so that they can keep them in a safe place.



I declare that I have read the Yoga In School' Safeguarding policy 2024 and that I will adhere to its strict instruction.

Print Name.....

Signature.....

Date.....

All Yoga in Schools staff/volunteers should email this signed form to:

[chrissy@yoga-in-schools.co.uk](mailto:chrissy@yoga-in-schools.co.uk). Copy in: [info@yoga-in-schools.co.uk](mailto:info@yoga-in-schools.co.uk)

For more details visit our website at:

[www.yoga-in-schools.co.uk](http://www.yoga-in-schools.co.uk)