



SAFEGUARDING POLICIES AND GUIDANCE

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I. Safeguarding Vulnerable Adults

Introduction

This policy seeks to ensure that Yoga Scotland undertakes its responsibilities about protection of vulnerable adults when involved in yoga classes taught by YS teachers and will respond to concerns appropriately. The policy establishes a framework to support paid and unpaid staff in their practices and clarifies the organisation's expectations.

Policy Statement

Yoga Scotland adheres to and abides by all ethical and legislative powers that protect the rights and welfare of all protected adults. **A vulnerable or protected adult** is a person aged 16 or over who receives one or more types of health, care or welfare service, either regularly or for a short period of time. Adults may need support because of physical illness, disability, a mental health problem or an addiction.

Yoga Scotland believes that all vulnerable adults regardless of gender, ability, race, creed, nationality, ethnicity, sexual orientation and/or social/economic status have a right to be protected from abuse.

Purpose

This policy and procedure aim

- ❖ to enable yoga teachers who work with vulnerable adults to provide a safe environment in which they can practise yoga
- ❖ to guide Yoga Scotland in acting on any complaints made about unsafe teaching practices for vulnerable adults

Legal Background

There is extensive legislation concerned with the provision of health and social care services to vulnerable or protected adults in Scotland, the details of which are beyond the scope of this policy document. All the legislation and guidance listed is underpinned by **The Human Rights Act 1998**

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1. The Adult Support and Protection (Scotland) Act 2007

Provides greater protection to adults at risk of harm through powers to investigate and act to support and protect an adult in situations where concern exists

2. Protection of Vulnerable Groups (Scotland) Act 2007

Implemented in 2011, it replaced the previous Enhanced Disclosure provisions with the PVG Scheme, operated by Disclosure Scotland. Individuals must register to become a 'Scheme' member to carry out regulated work with children or protected adults. There are two lists – Children's and Adults', contain names of people who are barred from working with vulnerable adults.

Anyone working with vulnerable adults is strongly advised to become a member of the scheme. *This may apply to yoga teachers working, for example, in care homes or hospitals.* People can be listed as barred from such work if the criteria are met. However, there is no legal compulsion to belong to the scheme. An offence is committed only if a barred person does such work.

See Appendix 1 The Protection of Vulnerable Groups (PVG Scheme).

Ethical Background

Ethics: the moral principles governing or influencing conduct; *ethical*: morally correct (Oxford English Dictionary)

Any ethical statement must be based on agreed *values, principles* and *personal moral qualities*.

As a system of personal development based on spiritual insights, yoga is founded on ethical principles. Yoga Scotland acknowledges and uses our Yoga heritage, from the Upanishads, through to the Yoga Sutras of Patanjali, the classical source of the eightfold path (Astanga Yoga). The first steps as listed by Patanjali are the Yamas, giving us guidance on how we relate to others and the world around us.

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These Yogic values include

- ❖ **Ahimsa/non-harming** – *our words and behaviour are informed by the need for kindness, compassion and respect, in words, attitudes and behaviour towards our students.*
- ❖ **Satya /truth** – *speaking truth in the service of all.*
- ❖ **Aparigraha /freedom from covetousness, including** *letting go of any need to control others.*
- ❖ **Asteya/honesty** – *knowing the limits of our competence.*
- ❖ **Brahmacharya/ moderation:** *We remain vigilant to the possibility of abuse of power in teacher/student relationships. We condemn incidents of sexual abuse of any kind within the yoga community and show compassion for the victims.*

Scope

This policy applies to the Board of Trustees of Yoga Scotland and to all Yoga Scotland registered yoga teachers currently teaching classes or individuals which include vulnerable adults.

Definitions

- ❖ **Safeguarding** (the umbrella) –the proactive policies and procedures in place for the benefit of all vulnerable adults involved in our yoga classes
- ❖ **A vulnerable or protected adult** is a person aged 16 or over who receives one or more types of health, care or welfare service, either regularly or for a short period of time.
- ❖ **Regulated work** - For vulnerable/protected adults, it refers primarily to the class circumstances. For example, if the target audience is the general population and one or two vulnerable adults attend, this does not constitute regulated work. Only if the purpose of the class is to teach vulnerable/protected persons does it become regulated work. Examples may include setting up a class in a residential or hospital setting.

Principles

The guidance given in the procedures is based on the following principles:

- ❖ The vulnerable adult's welfare is paramount.

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- ❖ All incidents of suspected/alleged poor practice and allegations will be taken seriously and responded to swiftly and appropriately.
- ❖ All vulnerable adults, whatever their age, ability, culture, gender, language, race, ethnicity, religious belief, nationality, social/economic status and/or sexual identity have the right to protection from abuse.
- ❖ All vulnerable adults have the right to enjoy the practice of yoga in a safe environment.
- ❖ It is the responsibility of the statutory professionals (usually health or social work) to determine whether or not abuse has taken place, but it is everyone's responsibility to report any concerns.

Roles, Responsibilities & Procedures in Yoga Scotland

Yoga Scotland:

- ❖ Accepts that all vulnerable adults practising yoga with a Yoga Scotland teacher have the right to appropriate management, support, personal and social development with regard to their involvement in yoga.
- ❖ Is responsible for implementing this Policy that protects and upholds the safe practice of teaching yoga to vulnerable adults.
- ❖ Strongly recommends all YS-registered teachers who teach specific classes for vulnerable adults become members of the PVG Scheme. See Appendix 1 The Protection of Vulnerable Groups (PVG Scheme).
- ❖ Has a formally constituted PVG Subcommittee that meets at appropriate intervals, not less than annually, and reports to the Board of Trustees. See Appendix 2 Terms of Reference of PVG Subcommittee.
- ❖ Has a designated PVG Officer who is responsible for providing support and advice to any YS member, or member of the public, on matters related to PVG issues. The PVG Officer will be contactable through the Yoga Scotland website. See Appendix 2 The Role of the PVG Officer.
- ❖ Requires Yoga Scotland-registered teachers to adopt and adhere to Yoga Scotland's Vulnerable Groups Protection Policy and Procedures.
- ❖ From time-to-time issues Good Practice Guidelines to its registered teachers in respect of teaching yoga to children and vulnerable adults.
- ❖ Will respond to any concerns and/or allegations appropriately and swiftly, and if deemed necessary implement the appropriate referrals and procedures.

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- **Any yoga teacher having an immediate and serious concern about the safety of a vulnerable adult in their class should contact the police and/or your local council's social care department**
- Contact details of social care department can be found on the relevant local authority website.

Implementation

The Board of Trustees has specific responsibility for the effective implementation of this policy. All course tutors also have responsibilities and YS expect all of our workers to abide by the policy and help create the environment of equality which is its objective.

In order to implement this policy YS will ensure that:

- ❖ the policy is communicated to all members, workers and students through its magazine and website. Course applicants and job applicants will be informed of the content of the equal opportunities policy.
- ❖ appropriate training and guidance will be provided during induction for Committee members.
- ❖ all those involved in assessing applicants for jobs and for the teacher training course will receive guidance in non-discriminatory recruitment and selection techniques.
- ❖ existing and new policy documents are reviewed in terms of this policy and amended as required.

Monitoring and Review

Yoga Scotland is committed to monitoring the impact of this policy through an annual report to the Board of Trustees. YS will review this policy after three years.

Complaints

Yoga Scotland has a Complaints Policy and Procedure available on its website www.yogascotland.org.uk

II Safeguarding Children

This policy seeks to ensure that Yoga Scotland undertakes its responsibilities about protection of children involved in yoga classes taught by Yoga Scotland teachers and will respond to concerns appropriately. The policy establishes a framework to support paid and unpaid staff in their practices and clarifies the organisation's expectations.

Policy Statement

Yoga Scotland adheres to and abides by all ethical and legislative powers that protect the rights and welfare of all children. Yoga Scotland believes that all children and young people under the age of 18 regardless of gender, ability, race, creed, nationality, ethnicity, sexual orientation and/or social/economic status have a right to be protected from abuse.

Purpose

This policy and procedure aims:

- ❖ to enable yoga teachers who work with children to provide a safe environment in which they can practise yoga
- ❖ to guide Yoga Scotland in acting on any complaints made about unsafe teaching practices for children.

Legal Background

All the legislation and guidance listed is underpinned by the **UN Convention on the Rights of the Child** and **The Human Rights Act 1998**

1. The Children (Scotland) Act 1995

The Act states that an adult who has care or control of a child under 16 has a responsibility to 'do what is reasonable in all circumstances to safeguard the child's health, development and welfare'. In practice, yoga teachers are seldom if ever left in sole charge of children.

2. Protection of Children (Scotland) Act 2003

Has many of the functions noted below in terms of listing and preventing offenders from working with children.

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3. Protection of Children and Prevention of Sexual Offences (Scotland) Act 2005 -prevention of criminal offences against children.

4. Protection of Vulnerable Groups (Scotland) Act 2007 – concerned with recruitment and selection of staff and volunteers.

Implemented in 2011, it replaced the previous Enhanced Disclosure provisions with the PVG Scheme, operated by Disclosure Scotland. Individuals must register to become a 'Scheme' member to carry out regulated work with children or protected adults. There are two lists – children's and adults'.

Anyone working with children is strongly advised to become a member of the scheme. People can be listed as barred from such work if the criteria are met. However, there is no legal compulsion to belong to the scheme. An offence is committed if a barred person does such work.

See Appendix 1 The Protection of Vulnerable Groups (PVG Scheme).

5. Working Together to Safeguard Children (2013)

A key guidance document for all organisations providing services for, or working with, children and young people. It outlines how organisations and individuals should work together to safeguard and promote the welfare of children

6. The Children and Young People (Scotland) Act 2014

The Children and Young People (Scotland) Act 2014 is about improving the wellbeing of children and young people in Scotland. The Act is wide ranging and includes key parts of the Getting it right for every child approach, commonly known as GIRFEC.

Ethical Background

Ethics: the moral principles governing or influencing conduct; *ethical*: morally correct (OED)

Any ethical statement must be based on agreed *values, principles* and *personal moral qualities*.

As a system of personal development based on spiritual insights, yoga is founded on ethical principles. Yoga Scotland acknowledges and uses our Yoga heritage, from the Upanishads, through to the Yoga Sutras of Patanjali, the classical source of the eightfold path (Astanga Yoga). The first steps as listed by Patanjali are the Yamas,

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giving us guidance on how we relate to others and the world around us. These Yogic values include

- ❖ **Ahimsa/non-harming** – *our words and behaviour are informed by the need for kindness, compassion and respect, in words, attitudes and behaviour towards our students.*
- ❖ **Satya /truth** – *speaking truth in the service of all.*
- ❖ **Aparigraha /freedom from covetousness, including** *letting go of any need to control others.*
- ❖ **Asteya/honesty** – *knowing the limits of our competence.*
- ❖ **Brahmacharya/ moderation:** *We remain vigilant to the possibility of abuse of power in teacher/student relationships. We condemn incidents of sexual abuse of any kind within the yoga community and show compassion for the victims.*

Scope

This policy applies to the Board of Trustees of Yoga Scotland and to all Yoga Scotland registered yoga teachers currently teaching classes or individuals including children.

Definitions

- ❖ **A child** is, in terms of the Protection of Vulnerable Groups Act, any individual under the age of 18.
- ❖ **Safeguarding** (the umbrella) –the proactive policies and procedures in place for the benefit of all children involved in our yoga classes
- ❖ **Child protection** – one aspect of the safeguarding umbrella specific to children who are considered to be at risk of, or suffering, significant harm
- ❖ **Regulated work** always includes teaching yoga to children in a setting designed as a class for children, even if a parent is present.
- ❖ Children are always considered ‘vulnerable/protected’. There is an ‘**incidental contact**’ test which states that an activity (such as teaching) is not regulated work if contact with a child is incidental to the main purpose of the activity. This means that our teachers would not necessarily need to be members of the PVG Scheme if a single child accompanied by a parent turned up at a class largely aimed at adults.

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Principles

The guidance given in the procedures is based on the following principles:

- ❖ An adult has the moral and statutory duty for the care, custody and control of any child under the age of 18 who is under their supervision.
- ❖ The child's welfare is paramount.
- ❖ All incidents of suspected/alleged poor practice and allegations will be taken seriously and responded to swiftly and appropriately.
- ❖ All children, whatever their age, ability, culture, gender, language, race, ethnicity, religious belief, nationality, social/economic status and/or sexual identity have the right to protection from abuse.
- ❖ All children have the right to enjoy the practice of yoga in a safe environment.
- ❖ It is the responsibility of the statutory child protection professionals to determine whether or not abuse has taken place, but it is everyone's responsibility to report any concerns.

Roles, Responsibilities & Procedures in Yoga Scotland

Yoga Scotland:

- ❖ Accepts that all children practising yoga with a Yoga Scotland teacher have the right to appropriate management, support, personal and social development with regard to their involvement in yoga.
- ❖ Is responsible for implementing this Policy that protects and upholds the safe practice of teaching yoga to children.
- ❖ Strongly recommends all YS-registered teachers who teach specific classes for children become members of the PVG Scheme. See Appendix 1 The Protection of Vulnerable Groups (PVG Scheme).
- ❖ Has a formally constituted PVG Subcommittee that meets at appropriate intervals, not less than annually, and reports to the Board of Trustees. See Appendix 2 Terms of Reference of PVG Subcommittee.
- ❖ Has a designated PVG Officer who is responsible for providing support and advice to any YS member, or member of the public, on matters related to PVG issues. The PVG Officer will be contactable through the Yoga Scotland website. See Appendix 2 The Role of the PVG Officer.
- ❖ Requires Yoga Scotland-registered teachers to adopt and adhere to Yoga Scotland's Vulnerable Groups Protection Policy and Procedures.
- ❖ From time-to-time issues Good Practice Guidelines to its registered teachers in respect of teaching yoga to children and vulnerable adults.

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- ❖ Will respond to any concerns and/or allegations appropriately and swiftly, and if deemed necessary implement the appropriate referrals and procedures.
- ❖ **Any yoga teacher having an immediate and serious concern about the safety of a child in their class should contact the headteacher of the school if it is a school-based class; or contact the police and/or social work child protection team.** Contact details of social work can be found on the relevant local authority website.

Implementation

The Board of Trustees has specific responsibility for the effective implementation of this policy. All course tutors also have responsibilities and YS expect all of our workers to abide by the policy and help create the environment of equality which is its objective.

In order to implement this policy YS will ensure that:

- ❖ the policy is communicated to all members, workers and students through its magazine and website. Course applicants and job applicants will be informed of the content of the equal opportunities policy.
- ❖ appropriate training and guidance will be provided during induction for Committee members.
- ❖ all those involved in assessing applicants for jobs and for the teacher training course will receive guidance in non-discriminatory recruitment and selection techniques.
- ❖ existing and new policy documents are reviewed in terms of this policy and amended as required.

Monitoring and Review

Yoga Scotland is committed to monitoring the impact of this policy through an annual report to the Board of Trustees. YS will review this policy after three years.

Complaints

Yoga Scotland has a Complaints Policy and Procedure available on its website www.yogascotland.org.uk

Appendix 1: The Protection of Vulnerable Groups (PVG Scheme)

Background

As part of the Protection for Vulnerable Groups (Scotland) Act 2007 the Protection for Vulnerable Groups (PVG) scheme was set up in 2011, replacing the Enhanced Disclosure Scotland scheme. Please note that being a member of the PVG Scheme in Scotland will not permit you to carry out 'regulated' work in England, Wales & N. Ireland (see below).

Who needs to be part of the scheme?

If either of the following applies to you, membership of the PVG scheme is strongly advised and may be a requirement by some employers:

- ❖ If you are working with children (under-18s) and/or vulnerable adults
- ❖ If you are doing, seeking to do or planning to do regulated work with children and or vulnerable adults

How do I become a member of the scheme?

- self-employed teachers can apply online for basic disclosure (<http://www.disclosurescotland.co.uk/basicdisclosureonline/index.htm>) at a cost of £25 but applications for membership of PVG need to be counter-signed by a Registered Body (usually the employer).

See <http://www.disclosurescotland.co.uk/disclosureinformation/pvgscheme.htm>.

- You can purchase a Scheme Membership statement. If you register to work with vulnerable adults and children at the same time then it is one fee. If you register just to work with children and then decide to work with vulnerable adults you need to pay again for the second membership.

How does this affect teachers who are already part of the Disclosure Scotland scheme?

The PVG Scheme has replaced the Enhanced Disclosure system. In the past it was good practice for Disclosures to be redone every three years. Now that the PVG Scheme has been running for several years, if you are still teaching a vulnerable group

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class, whether children or protected adults, Disclosure Scotland advises that you need to become a member of the scheme.

How does this affect teachers moving between countries in the UK?

The schemes within Scotland and other parts of the United Kingdom are separate. If you are a PVG member in Scotland and move to England, Wales or Northern Ireland and wish to continue teaching vulnerable groups you may need to apply to become a member of their scheme. The Vetting and Barring Scheme in England has been reviewed and is now called the Disclosure and Barring Scheme (details on www.gov.uk). The same applies for teachers moving from England, Wales or Northern Ireland to Scotland who wish to teach vulnerable groups.

When do I not need PVG membership?

An adult class that one or two children or a vulnerable adult attend is outside the scope of regulated work and so no PVG is required. If the children aged 16-17 are working, then a PVG need not apply to people whom they work for or with.

PVG Member Checklist

Unlike the previous enhanced disclosure scheme, PVG membership is for life unless the PVG scheme member confirms they wish to leave the scheme. Therefore, there are certain responsibilities for the member:

- ❖ Keep PVG membership certificate record as it cannot be reissued
- ❖ Notify Disclosure Scotland of changes in personal information
- ❖ Notify Disclosure Scotland when you stop doing regulated work
- ❖ Dispute any vetting information you believe is incorrect

An application to update PVG Scheme Membership should be made if there is any change in your circumstances, including change in job role and/or employer.

Appendix 2: Terms of Reference of PVG Subcommittee

Name

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The name of the group will be the PVG Subcommittee, hereinafter referred to as the Subcommittee.

Membership

Membership of the Subcommittee shall comprise a minimum of three people consisting of:

- ❖ The Chair of Yoga Scotland
- ❖ The Yoga Scotland PVG Officer
- ❖ At least one teacher/ordinary member of Yoga Scotland
- ❖ Trustees

Purposes

A. The Role of the PVG Officer

The designated YS PVG Officer will be responsible for

- ❖ Keeping up-to-date with all developments in Safeguarding children (Child Protection) and Vulnerable Adults, including the statutory PVG Scheme and ensuring that the PVG subcommittee and the Board of Trustees of Yoga Scotland and its teaching members are aware of and meet all its requirements.
- ❖ Providing support and advice to members relating to PVG issues. S/he will be the point of first contact for Yoga Scotland members who require advice on safeguarding issues, whether in respect of children or vulnerable adults.
- ❖ Contact details for the PVG Officer will be on the YS website.
- ❖ Liaising with statutory agencies in the context of any complaint by or about a teaching member of Yoga Scotland.
- ❖ Convening the annual (or more often if required) meeting of the PVG Subcommittee in order to update the PVG Action Plan and circulating the minutes/revised Action Plan.

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B. The purposes of the PVG Subcommittee

- ❖ To promote and monitor the implementation of the YS Protection of Vulnerable Groups Policy, including any relevant changes in legislation.
- ❖ To report progress to the Board of Trustees
- ❖ To receive from the PVG Officer any concerns and complaints of poor practice in yoga teaching (with reference to teaching children or vulnerable adults).
- ❖ To make an immediate decision whether any teaching member, or his or her assistant suspected of abuse should be recommended to be temporarily suspended from working with children or vulnerable adults pending further enquiry by statutory agencies.
- ❖ To determine whether the concerns expressed appear to be minor poor practice, serious poor practice, or suspected abuse.
- ❖ To advise the Board of Trustees whether a case is to be investigated internally by YS alone (poor practice) under the YS Complaints Policy and Procedure or referred to external agencies (suspected abuse)

Delegated authority

The Subcommittee can make recommendations in the form of proposals to the Yoga Scotland Board of Trustees. The decision of the Board of Trustees to accept, amend or reject the proposals will be binding.

Meetings

The Subcommittee will meet either face-to-face or by teleconference/Skype at least once a year. Any member of the Subcommittee may also request a meeting to be held.

Minutes

The meetings, whether face-to-face or by teleconference/Skype, shall be minuted. The minutes will be circulated timeously to all members and to the Board of Trustees.

Quorum

The minimum number of members of the Subcommittee to be present at any meeting shall be three, one of whom must be the PVG Officer.

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Expenses

All Subcommittee members will be reimbursed for out-of-pocket expenses incurred in relation to meetings of the Subcommittee at standard Yoga Scotland rates.

Appendix 3 Supplementary Information: Good Practice in Teaching Yoga to Vulnerable Groups

For the purposes of the Yoga Scotland Protection of Vulnerable Groups Policy a child is defined as being anyone under the age of 18 years. A protected adult is defined as a person aged 16 or over who receives one or more types of health, care or welfare service either regularly or for a short period of time.

Yoga Scotland's Equity Policy and Code of Ethics and Conduct is constituted around the following:

- ❖ Personal Responsibilities – to demonstrate proper personal behaviour and conduct at all times and to be fair, honest and considerate to all students
- ❖ Rights – to promote and respect the rights, dignity and worth of every human being
- ❖ Relationships – to develop a relationship with students (and others) based on openness, honesty, mutual trust and respect
- ❖ Professional Standards – to maximise benefits and minimise risks to students; to attain a high level of competence through qualifications and a commitment to ongoing training that ensures safe and correct practice.

These principles are consistent with some of the core principles behind the United Nations Convention on the Rights of the Child, The Children (Scotland) Act 1995 and subsequent legislation that seeks to protect all children and young people from harm.

As Yoga Scotland seeks to promote good practice at all times, this supplementary information is based around the key principles that link in with the legislation in the following way:

Promoting Good Practice

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- ❖ The best interests of the child/protected adult must always be a primary consideration.
- ❖ All children and vulnerable adults should be treated fairly and with dignity and respect.
- ❖ All children and vulnerable adults have the right to express their views on matters that affect them.

Protection from all forms of harm

- All children and vulnerable adults have the right to protection from all forms of harm, abuse, neglect and exploitation.

Yoga Scotland-registered teachers should demonstrate exemplary behaviour at all times. They should also be aware of the impact of their words and actions, and think about how a child or protected adult may interpret their behaviour. It may not necessarily be what you do but the way that you do it. From an ethical and legal point of view Yoga Scotland teachers have a duty to ensure that any verbal and non-verbal communication is positive and constructive. Any behaviour, words or actions which could be construed, by others or the child/protected adult, as threatening, demeaning or sexual in nature is of very serious concern.

Appropriate behaviour when working with vulnerable groups

Good practice means:

- ❖ Always putting the welfare of the child and/or protected adult first.
- ❖ Recognising the developmental needs and capacity of children and any physical or mental incapacity in protected adults.
- ❖ Using appropriate techniques that are consistent with factors such as group size, age and gender.
- ❖ Giving enthusiastic and constructive feedback rather than negative criticism.
- ❖ Providing a positive role model by showing consideration, good manners and respect to and for others and adhering to the principles of yoga philosophy.
- ❖ Never smoking or drinking alcohol in the company of children/protected adults.
- ❖ Not working with children or protected adults on a regular basis without being a member of the PVG Scheme.

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Physical Contact

While the best interest of the child and protected adult should always be a primary concern, as teachers you should also be aware of the potential that allegations could be made against you and take the necessary precautions to protect yourself from such allegations. It is particularly important to be aware of what is deemed appropriate behaviour in relation to physical contact. This is important in order to protect vulnerable groups and, at the same time, protect teachers and volunteers.

Physical contact for a young child particularly would be appropriate behaviour in certain situations. If a young child has injured themselves or is in distress it may be appropriate to give them a hug to demonstrate care and provide reassurance. Generally, physical contact will be appropriate if the child has initiated the contact and the adult and child are in a public place.

Good practice means:

- ❖ Trying to ensure you are not working alone with a child/protected adult.
- ❖ Always work in an open environment e.g. avoid private or unobserved situations and encourage feedback.
- ❖ Maintaining a safe and appropriate (non-invasive) distance from a child/protected adult.
- ❖ Involving parents/carers wherever possible e.g. in taking responsibility for their children in the changing rooms. If groups have to be supervised in changing rooms, always ensure teachers work in pairs.
- ❖ If you feel that you would like to teach with the aid of hands-on adjustment, written parental permission should be obtained before the class or series of classes start. But it is generally better not to adjust unless the child/adult is practising in an unsafe way and the instruction cannot be communicated in any other way e.g. verbally or through demonstration.
- ❖ Always ask a child or any student if you need to move them physically.

Never

- ❖ Allow or engage in any form of inappropriate touching.
- ❖ Share a room with a child.
- ❖ Do things of a personal nature for children or protected adults that they can do for themselves.
- ❖ Invite or allow children to stay with you at home unsupervised.

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Equal Opportunities

Every student's individuality should be acknowledged, respected and embraced regardless of any additional support needs they may have. While there may be times when the needs of a particular child/adult require that you treat them differently, the way you treat children and protected adults should always 'be seen to be fair'. Children and young people will be the first to pick up if anyone is treated differently.

At all times respect should be shown for any differences, particularly those that relate to:

- ❖ A religious, cultural or ethnic background
- ❖ A disability
- ❖ Emotional and behavioural challenges.

To ensure children and protected adults have equal access to participating in yoga it may be necessary to make special arrangements e.g. more adult support and supervision, props, dietary requirements etc.

'Children who have any kind of disability should have special care and support so that they can lead full and independent lives'.

Article 23, United Nations Convention of the Child.

When working with vulnerable groups with additional support needs, **Good Practice means:**

- ❖ Always putting the welfare of the child or protected adult first
- ❖ Trying to gain an understanding of their condition
- ❖ Undertaking any further training or study to enable you to work effectively and safely.

- ❖ Discussing how they are feeling and encouraging feedback.
- ❖ Endeavouring to access any equipment that may promote their enjoyment, health and safety
- ❖ Always taking great care
- ❖ Giving them permission to opt out if they so wish

Never

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- ❖ Do anything that they don't feel happy with.

Good practice means:

- ❖ Allowing the individual to care for him/herself as far as possible. Avoiding any unnecessary physical contact.
- ❖ If a child/adult is fully dependent on you, talking with him/her about what you are doing, giving choices where possible and respecting their views.
- ❖ Being aware of, and responsive to a child or protected adult's reactions.

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