



Hereford Yoga CIC

Safeguarding Policy for Children and Young People

March 2026

Hereford Yoga CIC acknowledges the duty of care to safeguard and promote the welfare of children and young people and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice, the Iyengar Yoga Association (IYUK) requirements and the mission and values of Hereford Yoga CIC (HYCIC).

The policy recognises that the welfare and interests of children are paramount in all circumstances and outlines the duties and responsibility of staff, volunteers and directors working on behalf of HYCIC in relation to safeguarding children to ensure that:

regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio- economic background, all children have a positive and enjoyable experience of yoga at HYCIC in a safe and child-centred environment.

This policy is designed to work alongside the Safeguarding Policy for Adults. The purpose and scope of the policy is:

- To provide safeguarding guidelines for the teaching of Iyengar Yoga to under 18s in the UK for all certified Iyengar Yoga teachers registered with IY(UK).
- To protect children and young people who attend HYCIC yoga classes with certified teachers.
- To provide certified Iyengar yoga teachers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf HYCIC, including teachers, the board, paid staff, volunteers and students.

Children and young people should never experience abuse of any kind We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them. The welfare of children is paramount in all the work we do and in all the decisions we take. All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse

Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.

We will seek to keep children and young people safe by:

- Valuing, listening to and respecting them
- Having a designated Safeguarding Leads
- Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- Developing and implementing an effective online safety policy and related procedures
- Providing effective safeguarding information for HYCIC teachers, board members and staff
- Requiring all HYCIC teachers of children and young people to hold valid DBS certificates
- Recording, storing and using information professionally and securely, in line with data protection legislation and guidance
- Sharing information about safeguarding and good practice with children and their families via communications with IY(UK) certified teachers
- Making sure that children, young people and their families know where to go for help if they have a concern
- Using our procedures to manage any allegations against staff and volunteers appropriately
- Creating and maintaining an anti-bullying environment and ensuring that we have a procedure to help us deal effectively with any bullying that does arise
- Ensuring that we have effective complaints and whistleblowing measures in place
- Ensuring that we provide a safe physical environment in class for children and young people, by maintaining good health and safety practice. This includes keeping the room clear of props and obstacles, asking children to work with bare feet, using mats where slipping may be a hazard and ensuring that children work safely without injury to themselves or other students

This policy has been drawn up based on the example of the NSPCC safeguarding policy document, on the basis of legislation, policy and guidance that seeks to protect children in the UK. A summary of the key legislation is available from nspcc.org.uk/learning.

Context and structure of policy

The policy has been written following the guidelines of the Herefordshire Safeguarding framework. As advised by the framework, it also recognises the specific context of HYCIC in that:

- HYCIC provides services specifically for children
- Training in yoga may involve touching children to adjust their posture to maintain safety or perfect learning of yoga asanas
- There is the potential for teachers and trainers of children in any context to develop overly influential, inappropriate, exploitative, or actively abusive relationships with children
- That the safe, supportive, and involved relationship between effective teachers and students of yoga may result in disclosures of abuse

Scope of policy and definitions

Abuse may take the form of physical abuse, emotional abuse, sexual abuse/exploitation or neglect as well as exploitation for extremism/terrorism as defined by the Prevent agenda.

In the Department for Education (DfE) document: Working together to Safeguard Children, safeguarding and promoting the welfare of children is defined as:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes.

To address these priorities and recognize the specific context of HYCIC, the policy is designed to ensure:

- An emphasis on prevention of the potential for abuse by ensuring tight governance around recruitment of teachers (and where appropriate volunteers)
- The creation and maintenance of an environment inimical to all forms of abuse through its shared values, culture and systematic interventions to prevent the conditions for abuse
- That where abuse is suspected it will be swiftly and effectively reported
- That when suspected abuse is reported it will be swiftly and effectively addressed

Designated Members of Staff for Safeguarding (DMS)

HYCIC has two designated "Safeguarding Leads" (Safeguarding Lead and Deputy Safeguarding Lead) who take primary responsibility for:

1/ being a first point of contact for any vulnerable adult protection-related concerns

- 2/ sharing information with the staff team (HYCIC Board and teachers)
- 3/ organising staff induction and training for safeguarding
- 4/ accessing information and liaising with outside agencies to make sure information is up to date
- 5/ collating information when there are concerns about a vulnerable adult and contacting the appropriate professionals to make a referral or to seek further advice.
- 6/ The Safeguarding Lead and Deputy Safeguarding Lead will be appropriately trained, and update/refresh training and knowledge every three years.

HYCIC • Safeguarding Lead and Chair (Kate Jones 07711 577563) • Deputy Safeguarding Lead (Alex Cole 07483 248939)

The Safeguarding Lead and Deputy Safeguarding Lead will be appropriately trained, and update/refresh training and knowledge every three years.

Awareness and understanding of this policy

Parents of children in contact with the company will be advised of this policy and we will ensure that an updated policy is available on the HYCIC website. Partner organisations contracting sessions “off-site” of the studio will be made aware where to find our policies on our website.

All Parents are advised that:

If we have a concern about a child, we will share these concerns with parents/carers. However, if sharing these concerns puts the child at risk of significant or further harm we will seek advice from Herefordshire Council staff within the MASH team.

All board members and teachers will be oriented on induction towards this policy and made aware of this policy as well as Herefordshire Safeguarding Children Partnership Procedures. This session will include addressing training on possible signs of abuse), how to share information and concerns, the safeguarding procedures of HYCIC and how to make referrals. Induction and training sessions will be refreshed every 3 years. The Board will review this policy and have a quarterly safeguarding update.

A Culture of Prevention at HYCIC

Iyengar Yoga is a practice associated with developing self-confidence, body awareness, internal security, boundaried relationships and self-assertion. Appropriate teaching of Iyengar yoga is therefore inherently protective of children. Accordingly, HYCIC has clear aligned policies and procedures to ensure only appropriately qualified and accredited Iyengar teachers are engaged.

HYCIC actively fosters an open and collaborative community of teachers and discourages closed, exclusive, controlling or otherwise unhealthy relationships to develop between teachers and students of any age.

Teacher meetings are held on at least an annual basis. Classes, where possible, are “covered” by other teachers on a regular basis; students are encouraged to attend

teaching from other Iyengar practitioners; parents of children are encouraged to form relationships with the teachers and take an interest in the work of the centre and their children's progress and wellbeing; parents are encouraged to discuss any concerns that may arise and will also be made aware of the safeguarding policy and complaints process.

Referring a child or young person

Children, parents, teachers, directors and members of the public can raise any concerns or potential referrals with either of the Safeguarding Leads or directly make a referral for safeguarding if they prefer to do so.

Referrals will be made using the most up to date form on the Herefordshire Safeguarding Partnership Website.

Referrals will contain:

- details of the concern/allegation
- name, address, and d.o.b.
- details of setting and who involved and any other relevant information including ethnicity, specific vulnerability issues etc

Allegations “against a member of staff”

Where allegations are made against anyone working on behalf of or closely connected to HYCIC, The Safeguarding Lead and Deputy Safeguarding Lead will work together to manage the situation, which would usually result in the immediate suspension of the member of staff from any direct contact with Children or Vulnerable Adults.

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If the concern involves a Safeguarding Lead, then the other lead could be contacted, or advice sought from Herefordshire's Safeguarding provision using the contacts listed at the end of this policy. Any upheld allegations will be dealt with according to Herefordshire Safeguarding Partnership procedures and the law, including notification of the DBS.

Prevent duty

Exposing or involving children in extremist beliefs and/or terrorism is in itself a form of abuse and is covered by this policy. Training associated with this policy will include an awareness of Prevent Duties and the need for specific and timely referral to police when warranted.

Whistleblowing

Anyone connected to the centre who has ANY CONCERNS ABOUT MISCONDUCT of board members and teachers is encouraged to raise them with the Safeguarding Leads or any Director of the company. These concerns do not need to be directly related to safeguarding issues. Concerns so raised will be dealt with in line with Public Interest Disclosure Act 1998.

Records, Reporting and Monitoring of Safety

Routine records of children will record statutory information required, such as name, DOB, address, gender, parents (or designated adults with parental responsibility). Any reports of concerns, disclosures or allegations will be recorded and kept securely in an electronic file with access limited to the Safeguarding Leads.

To support monitoring, any accidents or incidents involving children are highlighted and considered in the context of safeguarding guidance (NB All accidents and incidents are reported to the Board).

Board members and teachers will be reminded of the importance of listening carefully to any allegations raised by children, of taking them seriously, and of not asking any leading questions as this can jeopardise criminal investigation.

Confidentiality

Safeguarding raises issues of confidentiality which must be clearly understood by all concerned. Board members and teachers have a responsibility to share relevant information about the protection of children with others particularly investigative agencies and social services.

If any child, parent or other adult confides in a member of staff and requests that the information is kept secret, it is important that the member of staff tells the confider sensitively that they have a responsibility to refer cases of alleged abuse to the appropriate agencies. Within that context, the confider must, however, be assured that the matter will be disclosed only to people who need to know about it. Where possible, consent must be obtained before sharing personal information with third parties. In some circumstances obtaining consent may be neither possible nor desirable as the safety and welfare of the child is the priority.

Where a disclosure has been made, board members and teachers must let the confider know the position regarding their role and what action they will have to take as a result. Clear boundaries of confidentiality will be communicated to all and the wishes and feelings of children taken into account as far as possible within the wider framework of safeguarding legislation and processes.

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Use of mobile phones/cameras

The use of cameras is not permitted in Hereford Yoga Studio or HYCIC classes and workshops without express consent.

Content on the camera is deleted after printing and copying.

Camera use is banned in changing areas and toilets.

Safeguarding training will include reference to making and copying unauthorised images on mobile phones, being aware of other persons potential misuse of mobile phones, the need to avoid self-compromise as well as to protect children.

Last reviewed March 2026

Appendix:

Routine and Emergency Contact telephone numbers

Hereford Yoga CIC

- Safeguarding Lead and Chair Kate Jones 07711577563
- Deputy Safeguarding Lead Alex Cole 07483 248939

Herefordshire Safeguarding Children Partnership

Phone: (01432) 260800

(01905) 768020 (out of hours)

Email: admin.sbu@herefordshire.gov.uk

Email: safeguarding@herefordshire.gov.uk

Emergencies

If someone is injured or in immediate danger:

- Telephone: 999 - police, fire, ambulance

If there is no emergency but you think a crime may have been committed:

- Telephone: West Mercia Police 101 or complete an online report

Select key guidance documents

What to do if you're worried a child is being abused

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf

<https://www.nspcc.org.uk/what-is-child-abuse/>