

CHILD PROTECTION POLICY & PROCEDURE

Version: 3

Date approved by directors: October 2025

Review: Annually

Next review date: October 2026

PURPOSE

WIYCIC is committed to safeguarding children and ensuring their welfare at all times. All children, regardless of background or ability, have the right to a safe and positive experience of yoga.

LEGAL FRAMEWORK

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation and guidance is available from the NSPCC

(<https://learning.nspcc.org.uk/child-protection-system/england>)

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents, especially those relating to safeguarding, health & safety, data handling and staffing.

KEY PRINCIPLES

- Children's welfare is paramount
- Safeguarding applies to all staff, teachers, volunteers, and directors
- Abuse includes physical, emotional, sexual abuse, neglect, or exploitation
- Concerns must be acted on immediately

CONTEXT

- Yoga teaching may involve physical adjustment; this must always be safe, respectful, explained and consent given
- Teachers must avoid inappropriate or exploitative relationships
- Children may disclose abuse to teachers—this must be taken seriously and reported

CONTEXT

- Only qualified Iyengar Yoga teachers are employed
- All adults working with children are DBS checked every three years
- Unvetted adults are never left alone with children
- Parents are encouraged to stay informed, engage with teachers, and raise concerns

THE ROLE OF STAFF, VOLUNTEERS AND DIRECTORS

- Always act with integrity, honesty, and fairness.
- Treat every student with respect and compassion, regardless of age, gender, ethnicity, disability, religion, or sexuality.
- Always seek verbal consent before making any physical adjustments and stop immediately if discomfort is expressed
- Maintain appropriate professional boundaries at all times — do not form personal, sexual, or financial relationships with students.
- Avoid any behaviour that could be misinterpreted as grooming, favouritism, or abuse of power.
- Never use offensive, discriminatory, or inappropriate language or gestures.
- Report any concerns immediately to the Safeguarding Lead.
- Keep information confidential and secure.
- No unauthorised photography or phone use in classes, changing areas, or toilets.
- Records of concerns are kept securely and monitored.
- Whistleblowing is encouraged—staff and volunteers can report misconduct without fear of reprisal.

ALLEGATIONS AGAINST STAFF

Where allegations are made against anyone working on behalf of or closely connected to the Company, 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.

If the concern involves a Safeguarding Lead then the other lead could be contacted or advice sought from Warwickshire's Safeguarding provision shown at the end of this policy.

Any upheld allegations will be dealt with according to Warwickshire Safeguarding procedures and the law, including notification of the DBS.

RESPONDING TO CONCERNS

If a child discloses or a teacher suspects abuse they will:

- Stay calm, listen, and reassure – don't promise confidentiality.
- Record what was said (facts only).
- Report immediately to the Safeguarding Lead (or deputy).

Lead: Lynne Myall – 07947 208690

Deputy: Diana Harris – 07917 861939

If urgent contact:

- **Front Door:** 01926 414144 (office hours)
- **Emergency Duty Team:** 01926 886922 (out of hours)
- **Police:** 999 (immediate danger)

Allegations & Whistleblowing

- Report any concerns about staff/volunteers immediately.
- You are protected if you raise concerns in good faith.

Confidentiality

- Share information only with safeguarding leads or authorities.
- Prioritise the child's safety at all times
- Do not promise the child confidentiality.

RECORD KEEPING

Any concerns will be recorded in writing and kept securely to adhere to GDPR.

Records should only include contacts and referrals made including date, time, reason and referral agency. Warwickshire Iyengar Yoga will assist other relevant organisations, as far as it is able, during any investigation of a Safeguarding incident. This will include disclosing written and verbal information and evidence.