

F Ethical Policies of IY(UK)

F5 Safeguarding Policy and Guidelines

The purpose of this policy

This document is for IY(UK) teachers IY(UK) members and the general public attending classes, workshops and other events and activities organised or hosted/run by IY(UK) teachers or Member Groups.

It aims to provide protection for adults who may be “at risk” or vulnerable and are attending activities organised or hosted/run by IY(UK) teachers/Member Groups, and protection for members/teachers working with “at risk” or vulnerable adults.

It sets out information and practices contributing to the prevention of harm of ‘adults at risk’ and a course of action to be followed if harm is suspected.

IY(UK) recognises its responsibility to safeguard adults who may be deemed to be “at risk” when visiting classes or involved in other activities organised or hosted by IY(UK) teachers or member groups such as workshops, yoga festivals, and other Iyengar yoga events.

These activities may also include IYDF funded classes and remedial therapy classes. We recognize that people undertaking these activities may be at risk.

The details for our named safeguarding lead(s) can be found at <https://iyengaryoga.org.uk/contact-us/> and they can be contacted at safeguarding@iyengaryoga.org.uk.

Definitions

In the United Kingdom an “adult” is a person who has passed their 18th birthday. The term “adult at risk” is not currently well defined. Here is one widely used definition which we use: An ‘adult at risk’ is a person aged 18 or over who:

- Has need for care and support (whether or not the local authority is meeting any of those needs); and
- is experiencing, or at risk of, abuse or neglect; and
- as a result of those care and support needs is unable to protect themselves from either

the risk of, or the experience of, abuse or neglect.

‘Adults with care and support needs’ could include people who:

- Have dementia
- Have learning disabilities
- Have mental health problems

- Have drug, alcohol or substance dependency
- Have physical or sensory disabilities
- Have been bereaved, suffered grief and loss
- Have through age or illness are dependent on other people to help them
- Live with domestic abuse
- Are homeless
- Are refugees or asylum seekers and for any reason may be considered not to have 'mental capacity'. (See below.)

Whether or not a person is “at risk” or “vulnerable” in these cases will vary according to circumstances. It should be noted that a person with a physical disability is not necessarily vulnerable or at risk, though they could be. Also people who are generally emotionally and psychologically stable in most aspects of their lives may, on occasion find themselves vulnerable or at risk, for example when they have been bereaved or suffered grief and loss. Each case must be judged on its own merits.

What is 'mental capacity'?

Whether a person has mental capacity is a matter of specialist assessment. However, it may be useful to know something about it.

Mental capacity is the ability to make a particular decision. An adult may be at risk if they are unable to make a decision due to illness, disability, poor mental health, dementia, a learning disability or something else that may impair their judgment.

A person may be deemed to be 'without capacity' if they cannot:

- Understand the decision
- Retain the information
- Weigh up the information
- Communicate their decision...about matters such as
 - Finance
 - Social care
 - Medical treatment

Policy Guidance

Protecting ourselves and others in relationships

Harm can occur in our dealings with others in classes and other formal face-to-face activities; it may not be deliberate. It can also occur in personal friendships, especially where one may be seen by the other to be in a position of trust and authority because of their greater experience.

We recognise that this may happen even where the more experienced person does not see her/himself as in a position of authority.

Protecting those with psychological disorders

We are aware that those attending Iyengar yoga classes and workshops include adults experiencing psychological disorders ranging from mild to severe.

We recognise that we do not have the professional skills to diagnose or help people with psychological disorders in our capacity as Iyengar yoga teachers

If a situation arises however where we believe a person to be at risk of suicide or self-harm, or to pose a risk to others, we will alert our Designated Safeguarding Officer, who will refer to local mental health services and/or the police as appropriate.

What is “Abuse”?

‘Abuse’ is not a legal term, but covers a number of ways in which a person may be deliberately harmed (legally or illegally), usually by someone who is in a position of power, trust or authority over them, or who may be perceived by that person to be in a position of power, trust or authority over them; The harm may be physical, psychological or emotional, or it may exploit the vulnerability of the person in more subtle ways. However, harm can also occur less consciously, through naivety or lack of awareness. For types of abuse, see Appendix.

People who might abuse

Abuse may happen anywhere and may be carried out by anyone, e.g:

- Teachers, students, and employees/employers
- Parents
- People you consider good and trusted friends
- Informal carers, family, friends, neighbours
- Strangers

What to do if you have a concern

All allegations or suspicions should be taken seriously and reported to The IY(UK) Safeguarding Officers:

safeguarding@iyengaryoga.org.uk

Guarding against abuse

Procedures

- All IY(UK) teachers will be requested to make themselves familiar with the IY(UK)

Safeguarding Adults Policy

- IY(UK) will consciously cultivate a culture where all members will take great care to help each other to avoid exploiting people who are vulnerable, consciously or unconsciously

What to do if an adult alleges abuse:

Do

Stay calm.

Listen patiently.

Reassure the person they are doing the right thing by telling you.

Clarify issues of confidentiality early on. Make it clear that you may have to discuss their concerns with others, on a strictly need-to-know basis, if at all possible with their permission (see below).

Explain what you are going to do.

Write a factual account of what you have seen and heard immediately.

Do not

Appear shocked, horrified, disgusted or angry.

Press the individual for details.

Make comments or judgments other than to show concern. Your responsibility is to take them seriously, not to decide whether what they are saying is true.

Promise to keep secrets.

Confront the alleged perpetrator.

Attempt to investigate a criminal allegation. This is the job of the police and to attempt this could prejudice a court case and put the person in danger.

What to do next

- Your first concern is the safety and wellbeing of the person bringing the allegation. Do not be distracted from this by loyalty to the person who has been accused or your desire to maintain the good name of Iyengar yoga or your centre. It is important to maintain objectivity.
- If you think the person is in immediate danger phone social services or police straight away. A telephone referral should be confirmed in writing within 24 hours.
- Every person has a legal right to privacy under the International Convention on Human Rights; therefore if possible you need to get the person's consent to share the information they have given you, within the limits described here. However, if necessary it is legal to pass on information without their consent if you believe they are at risk of significant harm.
- Tell the IY(UK) Safeguarding officers.
- Make detailed factual notes about the discussion as soon as possible, including time, date and location. Give them to the Safeguarding Officers. The Safeguarding officers only will keep them either locked away or password protected.
- Do not attempt to investigate a criminal allegation. This is the job of the police and to attempt this could prejudice a court case and put the person in danger.

Criminal Allegations

The Safeguarding Officers will report criminal allegations to the police. They will report that there has been a Safeguarding incident, that the IY(UK) has addressed it according to its Safeguarding policies and the police have been informed.

Secure, confidential record-keeping

IY(UK) understands its responsibility for secure and careful record-keeping. The Safeguarding officer will keep a detailed log of all Safeguarding-related incidents as well as conversations and actions related to them. These are kept either in a locked cabinet or safe or in a password-protected electronic file on our computer system. It is the Safeguarding officer's duty to investigate and decide upon a suitable method to store records with sufficient security.

Access to these records is only for the Safeguarding officers and one or two others approved by IY(UK)

Keeping confidential records for at least 50 years

IY(UK) understands that many abuse cases come to light 30 or more years later, so IY(UK) is required to keep its Safeguarding records safe for at least 50 years. This will include relevant documents and related correspondence. All such documents will be securely retained.

Reviewing our policies annually

All our Safeguarding policies will be reviewed by the Executive Council of IY(UK) and Safeguarding Officers annually and the review recorded in the minutes of their meetings.

Appendix - types and signs of abuse

Types of abuse

The 2014 Care Act identifies nine types of abuse, all of which have a psychological/emotional aspect.

- Physical abuse
- Sexual abuse
- Neglect and acts of omission
- Organisational abuse
- Self-neglect
- Modern slavery
- Domestic abuse
- Discriminatory abuse
- Financial or material abuse

Types and signs of abuse in more detail

Physical Abuse

- Bodily assaults resulting in injuries e.g. hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.
- Medical/healthcare maltreatment

Signs of physical abuse

NB: Ageing processes can cause changes, which are hard to distinguish from some aspects of physical assault e.g. skin bruising can occur due to blood vessels becoming fragile.

- A history of unexplained falls or minor injuries
- Bruising in well-protected areas, or clustered from repeated striking
- Finger marks
- Burns of unusual location or type
- Injuries found at different states of healing
- Injury shape similar to an object
- Injuries to head/face/scalp
- History of moving from doctor to doctor, or between social care agencies; reluctance to seek help
- Accounts which vary with time or are inconsistent with physical evidence
- Weight loss due to malnutrition; or rapid weight gain
- Ulcers, bed sores and being left in wet clothing
- Drowsiness due to too much medication; or lack of medication causing recurring crises/hospital admissions
- Bodily impairment e.g. malnutrition, dehydration, failure to thrive

Sexual Abuse

- Rape, incest, acts of indecency, sexual assault
- Sexual harassment or sexual acts to which the person has not consented, or could not consent or to which they were pressured into consenting.
- Sexual abuse might also include exposure to pornographic materials, being made to witness sexual acts; also sexual harassment, with or without physical contact.
- Sexual contact of any kind with anyone under 16 is a crime.

Signs of sexual abuse

- Disclosure or partial disclosure (use of phrases such as 'It's a secret')
- Medical signs, e.g. genital infections, pregnancy, difficulty walking or sitting
- Disturbed behaviour e.g. depression, sudden withdrawal from activities, loss of previous skills, sleeplessness or nightmares, self-injury, showing fear or aggression to one particular person, inappropriately seductive behaviour, loss of appetite or difficulty in keeping food down.
- Unusual circumstances, such as, for example, two people found in a toilet/bathroom area, one of them distressed

Abuse through neglect

- Ignoring medical or physical care needs
- Failure to provide access to appropriate health, social care or educational service
- The withholding of the necessities of life, such as medication, adequate nutrition and heating

Organisational abuse

- Neglect or abuse within an institution (e.g. hospital/care home) or care provided in own home either as a one-off incident or continuing ill-treatment
- Poor professional practice, policies or structure of an organization

Self neglect

- Alcohol abuse
- Hoarding
- Drug abuse

Signs of neglect

- Poor physical condition
- Clothing in poor condition
- Inadequate diet
- Untreated injuries or medical problems
- Failure to be given prescribed medication
- Poor personal hygiene

Modern slavery

Examples could include: people working as housemaids, in brothels, cannabis farms, nail bars and agriculture against their will and/or unpaid

Some possible signs of modern slavery

- Isolation, not being allowed to travel alone; restricted freedom of movement.
- Poor living conditions, few possessions, no ID documents
- Unusual travel times – being dropped off early morning or late at night
- Inappropriate clothing

Domestic abuse

- Physical, psychological, sexual and financial abuse involving intimate partner or family member
- 'Honour'-based violence or forced marriage
- Female Genital Mutilation (FGM)
- 16 year-olds can be defined as suffering domestic abuse.

Some signs and symptoms of domestic abuse

- Visible injuries or unexplained marks, scars or injuries
- Making 'excuses' for injuries
- Controlling and/or threatening relationships

Psychological/emotional abuse

- Threats of harm, controlling, intimidation, coercion, harassment, verbal abuse, enforced isolation or withdrawal from services or supportive networks.
- Humiliation
- Bullying, shouting or swearing (See the Triratna Model policy on bullying and harassment, "Living with dignity").

Financial or material abuse

- Misuse or theft of money
- Exploitation, pressure in connection with wills, property or inheritance
- Unexplained withdrawal of large sums of money
- Personal possessions going missing from home

Signs of financial or material abuse

- Unexplained or sudden inability to pay bills
- Unexplained or sudden withdrawal of money from accounts
- Disparity between assets and satisfactory living conditions
- Unusual level of interest by family members and other people in the vulnerable person's financial assets

Discriminatory abuse

Language or treatment, which is discriminatory because of a person's:

- Race/ethnicity
- Sex
- Disability
- Gender identity (See the document 'Living in spiritual friendship with trans, gender-diverse and non-binary people'.)
- Sexual orientation
- Religion

Signs of discrimination

Age

- Lack of respect shown to an individual
- Substandard service offered to an individual
- Exclusion from rights afforded to others, such as health, education, criminal justice

Other signs of abuse

- Controlling relationships
- Inappropriate use of restraint
- Sensory deprivation e.g. deprivation of spectacles or hearing aid
- Denial of visitors or phone calls
- Failure to ensure privacy or personal dignity
- Lack of personal clothing or possessions

Signs of psychological or emotional vulnerability

- Isolation
- Unkempt, unwashed appearance; smell
- Over meticulousness
- Inappropriate dress
- Withdrawnness, agitation, anxiety; not wanting to be touched
- Change in appetite
- Insomnia or need for excessive sleep
- Tearfulness
- Unexplained paranoia; excessive fears
- Low self-esteem
- Confusion