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## Safeguarding Policy

With regard to Central England College / Mindfulness Now / Mindfulness Teachers' Register and all those working on behalf of the organisation in a paid or voluntary capacity.

### **Purpose**

The purpose of this policy is to ensure that we work together with the relevant agencies to safeguard and promote the welfare of adults and young people at risk from abuse, harm, neglect or exploitation.

We have in place the appropriate procedures to facilitate a safe learning environment for all students and those working on behalf of Central England College and the UK College of Mindfulness Meditation.

### **Scope**

We take our duty of care seriously with regards to all facilitators and learners and concerns will be recorded and reported appropriately. We will ensure that procedures are in place to identify, deal with and report any form of abuse and provide a safe learning environment for all. We are committed to promoting safeguarding and the emotional and physical well-being of students and teachers/trainers.

### **Safeguarding Principles**

There are six key principles underpinning all adult safeguarding work:

#### **1. Empowerment**

People are supported and encouraged to make their own decisions and informed consent.

#### **2. Prevention**

It is better to take action before harm occurs.

#### **3. Proportionality**

The least intrusive response appropriate to the risk presented.

#### **4. Protection**

Support and representation for those in greatest need.

#### **5. Partnership**

Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.

#### **6. Accountability**

Accountability and transparency in delivering safeguarding.



## Definitions

The following definitions apply to the Safeguarding Policy and any associated procedures:

**Child, Children or Young Person:** The Children Act 2004 defines a child as a person under 18 years of age for most purposes.

**Vulnerable Adult or Adults:** The Office of the Public Guardian (OPG 2013) defines a vulnerable adult as a person aged 18 or over who has a condition of the following type:

- A substantial learning or physical disability
- A physical or mental illness or mental disorder, chronic or otherwise, including addiction to alcohol or drugs
- A significant reduction in physical or mental capacity

## **Abuse:**

Abuse is defined as 'a violation of an individual's human and civil right by any other person or persons' (No Secrets, Department of Health 2000). It recognises seven types of abuse:

1. Physical abuse – this includes, but is not limited to, hitting, slapping, pushing, kicking, rough handling or unnecessary physical force either deliberate or unintentional; misuse of medication, restraint or inappropriate sanctions.
2. Sexual abuse and exploitation – sexual abuse involves a child, young person or vulnerable adult being forced or coerced into participating in or watching sexual activity. It is not necessary for the child, young person or vulnerable adult to be aware that the activity is sexual and the apparent consent of the child, young person or vulnerable adult is irrelevant. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyberbullying and grooming. Sexual abuse can happen between people of the same sex, and it can also occur within a marriage or long term relationship.
3. Emotional/Psychological abuse – this includes, but is not limited to, verbal, psychological intimidation, threats of harm, abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, isolation or withdrawal from services or supporting networks. This also includes forced marriage and modern slavery.
4. Financial or material abuse – this includes, but is not limited to, theft, fraud, exploitation, pressure in connection with wills, property or inheritance, or financial transactions or the misuse or misappropriation of property, possessions or benefits.
5. Neglect – this includes, but is not limited to, acts of omission, ignoring medical or physical needs, failure to provide access to appropriate health, social or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.
6. Discriminatory abuse – this includes, but is not limited to, racist or sexist, abuse based on a person's disability or any of the other protected characteristics, and other forms of harassment, slurs or similar treatment.
7. Organisational/Institutional abuse – this relates to the collective failure of an organisation/institution to provide appropriate services for an adults at risk and includes processes, attitudes, behaviour and failure to ensure safeguards are in place.



8. Organisational/institutional abuse occurs when the routines, systems and regimes of an institution result in poor or inadequate standards of care and poor practice which affects the whole setting and denies, restricts or curtails the dignity, privacy, choice, independence or fulfilment of adults and young people at risk. Institutional abuse can occur in any setting providing health and social care.

### **Responsibilities**

Trainers at Central England College and Mindfulness Now are responsible for safeguarding and promoting the welfare of students during training hours and are the first escalation point for anyone to approach who is concerned about a safeguarding issue.

The Principal is the designated Safeguarding lead.

### **Systems and Processes**

Any trainer or other facilitator may be alerted to the possibility of abuse. This could mean that an act of abuse is witnessed, a person saying that harm or abuse has occurred, or suspicions are raised.

It is the responsibility of all facilitators, regardless of organisational role, to immediately report and refer any incident of harm/abuse or suspected abuse.

Disclosures and concerns will be shared on a need to know basis as appropriate. It should be explained to the individual reporting the alleged abuse that there is a duty of care and in this instance such information cannot remain confidential. If the person concerned lacks the capacity to consent (as prescribed in the current legislation) the disclosure will be reported immediately in order to act in the best interests of the individual.

Information about abuse must not be withheld intentionally, as failure to disclose may have an influence on the future safety of an individual.

### **Photography**

All learners/facilitators are requested to consent to their photograph being taken.