



## Breathe and Recover Safeguarding Policy

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## 1. Safeguarding and Breathe and Recover

Breathe and Recover is committed to trust, respect, and truthfulness, is uncompromising in its aim for excellence in safeguarding practice.

Protecting people and safeguarding responsibilities are a priority for all organisations. As such, ensuring appropriate and robust safeguarding measures are in place is a key part of governance.

Breathe and Recover directors promote a fair, open, and positive culture to ensure everyone within the Breathwork and Yoga community has confidence to identify and report concerns, take appropriate action and contribute to constant improvement.

The directors hold overall responsibility for taking reasonable steps to protect from harm people who come into contact with the organisation.

This includes:

- People who benefit from the organisation's work
- Staff
- Volunteers
- Other people who come into contact with the organisation through its work

Breathe and Recover ensures it is meeting its safeguarding responsibilities by:

- Having appropriate policies and procedures in place, which are followed by all
- Making sure safeguarding is central to the organisation's culture and that everyone knows their role and responsibility regarding safeguarding.
- Defining clear systems of referring or reporting as appropriate, including involving external agencies.

## 2. Ethos

Breathe and Recover is committed to ensuring that it provides a safe and trusted environment which safeguards and promotes the welfare and wellbeing of anyone who comes into contact with, or is part of, the organisation.

We teach everyone involved with the organisation that the yoga principles of the Yamas and the Ni-Yamas are fundamental to the ways in which we work together. These are:

### Yamas

- Non-harming
- Truthfulness
- Non-stealing
- Moderation
- Non- possessiveness





## Niyamas

- Cleanliness
- Acceptance
- Challenge
- Self study/Reflection
- Surrender to something more

The Directors recognise that they work in conjunction with people of all backgrounds, and everyone has a responsibility to ensure that those benefiting from, or working with, the organisation are not harmed in any way through contact with it and that they are treated in a safe, respectful, and appropriate manner.

### 3. Safeguarding and You

Safeguarding is everyone's responsibility, and everyone has a role to play. It is about ensuring general safety and wellbeing whilst taking additional steps for those least able to protect themselves from harm or abuse. It is essential due to the nature of the organisations work, that everyone recognises their duty to themselves to ensure their own safety and wellbeing to promote their own capacity for caring for others.

### 4. Safeguarding Adults

The Care Act (2014) sets out what constitutes an 'adult at risk'. Adult at risk is the term used to describe those deemed to require additional protection measures because they may be unable to ensure this for themselves. At any point in the course of our lives, we can find ourselves in a vulnerable position in life, and that we come into life with intergenerational trauma. Under safeguarding law an adult at risk is defined as a person 18 and over who:

- Has needs for care and support (whether 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.

It is important to note that being an "adult at risk" can be temporary or changeable and there are other risk factors to consider –

- Mental health and psychological factors (capacity)
- Alcohol or substance misuse
- Physical dependency
- Low self esteem
- Previous abuse as an adult or child

Although participants of Breathe and Recover cannot exclusively be categorised "at risk", under the provisions of the Care Act (2014), there are those using our services who are permanently within this category and many others who will variously cross this threshold on a temporary basis. These include participants with serious mental illness, complex comorbidity presentations, individuals with





acquired brain injury and those physically dependent due to injury. Likewise, it is important to recognise that others also may be more at risk because of their social situations).

## **5. Safeguarding Children**

Breathe and Recover has a duty to comply with legislation and statutory guidance to keep children safe.

Safeguarding Children means protecting children from maltreatment, preventing impairment of children's mental and physical health or development, ensuring that children grow up with safe and effective care, and taking action to enable all children to have the best outcomes.

The scope of this policy ensures that Breathe and Recover staff, parents/carers, volunteers, and the wider community understand their responsibilities, can recognise, and prevent risks, and know what action to take to protect children should the need arise.

## **6. What is Abuse**

Care and support statutory guidance identify 10 categories of abuse.

- Physical abuse: including hitting, slapping, punching, burning, misuse of medication, inappropriate restraint.
- Sexual abuse: including rape, indecent assault, inappropriate touching, exposure to pornographic material.
- Psychological or Emotional abuse: including belittling, name calling, threats of harm, intimidation, isolation.
- Financial or Material abuse: including stealing, selling assets, fraud, misuse or misappropriation of property, possessions, or benefits.
- Domestic: including physical / psychological violence, financial abuse, coercive control, harassment, stalking, on-line / digital abuse.
- Neglect and Acts of Omission: including withholding the necessities of life such as medication, food, or warmth, ignoring medical or physical care needs.
- Discriminatory abuse: including racist, sexist, that based on a person's disability and other forms of harassment, slurs, or similar treatment.
- Institutional or Organisational: including regimented routines and cultures, unsafe practices, lack of person-centred care or treatment.
- Modern Slavery: including sex trafficking, child sex trafficking, forced labour and domestic servitude, child labour / child soldiers.
- Self-neglect: including personal care, diet, hoarding, insanitary or squalid living conditions, neglecting household maintenance.
- Cyber abuse: including grooming, incitement, bullying, fraud, radicalisation.

Knowing what to look out for is vital to the identification of risk factors or abuse. Advice is available through the organisation's safeguarding lead.

## **7. Taking Action**





Safeguarding is primarily about preventing the risk of harm, abuse, or exploitation.

Staff, contractors, and volunteers who have any safeguarding concerns should:

#### 1. Respond

- Take emergency action if someone is at immediate risk of harm/in need of urgent medical attention. Dial 999 for emergency services.
- If a crime has been committed contact the police and preserve any forensic evidence
- Get details about what has happened and what the person's wishes are, but do not probe nor conduct a mini-investigation.
- Where possible seek consent from the person to act and to report the concern.
- Consider whether the person may lack capacity to make decisions about their own and other people's safety and wellbeing. If a decision is made to act against their wishes or without their consent, a record of this, and the reasons, must be kept.

#### 2. Record

- As far as possible, records should be written contemporaneously, dated, and signed.
- All records about safeguarding concerns are held confidentially and in a location where unauthorised persons do not have access to the record. Access to such confidential information is not to be given to any unauthorised person, including the sharing of passwords.

#### 3. Report

- Reports of safeguarding concerns or incidents must be reported to the Designated Safeguarding Lead as soon as possible and within 24 hours.

#### 4. Refer

- Where possible this will be done in consultation with the Designated Safeguarding Lead.

In deciding whether to refer or not, the following is to be considered:

- (1) the person's wishes and preferred outcome
- (2) whether the person has mental capacity to make an informed decision about their own and others' safety
- (3) the safety or wellbeing of children or other adults with care and support needs
- (4) whether there is a person in a position of trust involved
- (5) whether a crime has been committed

This will inform the decision whether to notify the concern to the following people:

- the police if a crime has been committed and/or
- Local Authority Adult or Children's Services
- relevant regulatory body
- service commissioning teams
- family/relatives as appropriate

A record should be documented of the reasons for referring the concern or reasons for not referring.





## **Who to go to with a concern?**

Breathe and Recover's Designated Safeguarding Lead Francesca Bingley (Contact details available at the end of this policy)

All staff, contractors and volunteers are responsible for following the additional guidance on responding to and recording safeguarding concerns.

### **8. Safeguarding concerns relating to staff & volunteers**

Breathe and Recover will ensure that any allegations made against a member of staff will be dealt with swiftly, rigorously, and fairly.

Where a member of staff or volunteer is thought to have committed a criminal offence, or if a crime has been witnessed, the police will be involved.

### **9. Recording, information sharing and confidentiality**

All safeguarding information relating to participants or staff of Breathe and Recover is held securely and confidentially and in a location where unauthorised persons do not have access to the record.

Non-service user or third-party information, relating to safeguarding, is managed separately in accordance with data protection requirements for sensitive or special category data.

Where there are concerns about an at-risk person, the sharing of information in a timely and effective manner between professionals and organisations can reduce the risk of harm. Whilst the Data Protection Act 2018 places duties on organisations and individuals to process personal information fairly and lawfully, it is not a barrier to sharing information where the failure to do so would result in a child or at-risk adult being placed at risk of harm. Similarly, human rights concerns, such as respecting the right to a private and family life would not prevent sharing where there are real safeguarding concerns. Therefore, the correct management of information is central to good safeguarding practice and Breathe and Recover understands the critical importance of information sharing between professionals and local agencies.

Information sharing requirements should be discussed with the Designated Safeguarding Lead in the first instance.

A member of staff must never guarantee confidentiality to anyone about a safeguarding concern (including parents / carers or other external agencies) or promise to keep a secret which might compromise safety or wellbeing.

### **10. Whistleblowing and raising concerns**

All staff need to be aware of their duty to raise concerns, where they exist, relating to safeguarding. These may include the attitude or actions/inactions of colleagues, poor or unsafe practice and potential failures in the organisation's safeguarding arrangements. This list is not exhaustive.





Breathe and Recover aims for everyone connected with the organisation to feel able to report any concerns.

The Organisation is committed to ensuring that staff, contractors, and volunteers who, in good faith, whistle-blow in the public interest, will be protected from reprisals and victimisation.

If any member of the organisation is unhappy with Breathe and Recover's decision about the safeguarding concern, they can raise their concern with the relevant regulatory body as described in section 7.4.

### **11. Link between safeguarding and incident review**

Breathe and Recover delivers the Living Yoga Method™ that was developed at the Yoga Sanctuary, Southampton and is endorsed by the Independent Yoga Network, and therefore everyone involved has a duty to the Yogic Lineage to demonstrate trust, respect, and truthfulness in giving honest explanation to people if things go wrong and to learn from such instances.

If there were to be a serious incident or where things have gone wrong, the directors of Breathe and Recover would ensure a process of rigorous investigation and make changes where necessary.

### **12. Safeguarding Team Contact**

Designated Safeguarding Lead  
Francesca Bingley  
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