

Zen Pilates Training

Safeguarding Policy

Version 1: 04.07.2026

Review Date: July - 2027

Purpose & Scope

Zen Pilates Training is committed to providing a safe, supportive and inclusive learning environment where all learners are treated with dignity, respect and care.

This policy outlines our commitment to safeguarding the welfare of children, young people and adults at risk who engage with our training programmes.

The policy applies to all learning delivered by Zen Pilates Training, including:

- Training delivered within our studio.
- Online learning and virtual sessions.
- Workshops and courses delivered at external venues.
- All learners, visitors, contractors and guest tutors involved in our activities.

Safeguarding is everyone's responsibility. We are committed to creating an environment where concerns can be raised safely and acted upon appropriately.

Responsibilities

Designated Safeguarding Lead

As the owner of Zen Pilates Training, **Zenny Middleton** is the Designated Safeguarding Lead (DSL).

Responsibilities include:

- Promoting a safe learning environment.
- Maintaining this Safeguarding Policy.
- Responding to safeguarding concerns.
- Keeping safeguarding records confidential and secure.
- Liaising with external agencies where appropriate.
- Maintaining up-to-date safeguarding knowledge and training.

Designated Safeguarding Lead

Name: Zenny Middleton

Email: hello@zenpilatestraining.com

Tutors, Contractors and Guest Educators

Anyone delivering training on behalf of Zen Pilates Training is expected to:

- promote learner welfare
 - follow this policy
 - report any safeguarding concerns immediately
 - maintain appropriate professional boundaries
 - complete safeguarding training appropriate to their role where required.
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Learners

Learners are encouraged to:

- treat others with respect
- report any safeguarding concerns or incidents
- contribute to a safe and inclusive learning environment.

Policy Statement

Zen Pilates Training is committed to safeguarding in accordance with relevant legislation and guidance, including the **Children Act 1989 and 2004**, the **Care Act 2014**, the **Equality Act 2010**, the **Counter-Terrorism and Security Act 2015 (Prevent Duty)** and current safeguarding guidance.

We recognise that safeguarding includes protecting individuals from:

- physical abuse
- emotional abuse
- sexual abuse
- neglect
- exploitation
- bullying and harassment
- discrimination
- radicalisation and extremism.

Every safeguarding concern will be taken seriously and handled sensitively, appropriately and confidentially.

Safe Learning Environment

Zen Pilates Training is committed to creating an environment where learners feel safe, respected and supported.

We will:

- promote equality, dignity and inclusion
- encourage open communication

- provide a professional learning environment
- maintain appropriate professional boundaries
- respond promptly to safeguarding concerns
- review our safeguarding practices regularly.

Where learning takes place online, tutors will promote respectful behaviour and take appropriate action if any safeguarding concerns arise during virtual sessions.

Reporting Safeguarding Concerns

Anyone with a safeguarding concern should report it to the Designated Safeguarding Lead as soon as possible.

Where a child or adult is believed to be at immediate risk of harm, emergency services should be contacted without delay.

All concerns will be:

- listened to seriously
- recorded accurately
- handled confidentially
- reviewed promptly
- referred to the appropriate external agency where necessary.

Zen Pilates Training recognises that safeguarding concerns may require referral to local safeguarding services, the police or other statutory agencies where appropriate.

Prevent Duty

Zen Pilates Training recognises its responsibility to help safeguard learners from the risk of radicalisation and extremism.

Staff and tutors are encouraged to remain vigilant to behaviours or concerns that may indicate an individual is vulnerable to radicalisation.

Any concerns will be reported and managed using the same safeguarding procedures outlined within this policy and referred to the appropriate agencies where necessary.

Safer Practice

Zen Pilates Training is committed to maintaining professional standards throughout all teaching activities.

This includes:

- maintaining appropriate professional boundaries
- treating learners fairly and respectfully
- ensuring learning environments are safe and inclusive
- responding appropriately to concerns or disclosures

- following safer working practices during face-to-face and online delivery.

Where additional tutors or contractors are engaged, appropriate safeguarding expectations will be communicated before delivery.

Confidentiality

Safeguarding information is treated as highly confidential.

Information will only be shared with those who need it in order to safeguard an individual or where disclosure is required by law.

All safeguarding records will be stored securely in accordance with our **Privacy & GDPR Policy**.

No promise of confidentiality can be given where there is concern that a child or adult is at risk of harm.

Monitoring and Review

Zen Pilates Training will review this policy annually or sooner where required following:

- changes in legislation
- updates to safeguarding guidance
- organisational changes
- safeguarding incidents
- identified improvements to practice.