



Creating happy, healthy, relaxed young bodies & minds.....EVERYWHERE!

TERMS AND CONDITIONS:

Arrangements can be made by contract to pay in 2 installments prior to course start. Courses are nonrefundable after booking but can be transferrable to another course.

No transfer of fees to another course in the month prior to course start, for any reason unless substantiated by a Doctors letter or for bereavement or extreme circumstances that again must be proved legally.

These terms may change at the discretion of YOGAKIDZ WORLDWIDE LTD please check at time of booking.

Grievance Procedure

Yogakidz Worldwide Ltd and Yogakidz Ltd are professional organisations that abide by ethical guidelines. Its qualified Yogakidz Worldwide teachers are able to use the Yogakidz Worldwide and Yogakidz name to promote themselves. If a violation of these guidelines occurs, then there can be revocation or suspension of the teacher's qualification.

If a grievance is filed against a teacher who is qualified by Yogakidz Worldwide, the following process will take place.

1. If a person feels that a Yogakidz Worldwide/Yogakidz yoga teacher or trainer has violated the Yogakidz Worldwide/Yogakidz Guidelines, then a formal written grievance can be filed within 5 years of the alleged violation to Director, Sarah Mulliner of Yogakidz Worldwide Ltd & Yogakidz Ltd.

All grievances against Yogakidz Worldwide/Yogakidz yoga teachers or trainers should be submitted via email to office@yogakidzworldwide.com or mailed to: Sarah Mulliner, Yogakidz Worldwide Ltd, 27a Back Market Street, Carnforth, Lancashire. LA5 9BZ

2. Once the grievance is received by the Sarah Mulliner then a member of the Yogakidz Worldwide Ltd and/or Yogakidz Ltd will call the complainant to review the grievance. The grievance will be viewed to determine whether the grievance is substantial or valid enough to warrant a full investigation and review. Yogakidz Worldwide has the responsibility to look into any incidents brought to its attention regardless of the informality of the information, provided the information can be documented or supported or may be a matter of public record.
3. If Sarah Mulliner, Director of Yogakidz Worldwide Ltd & Yogakidz, determines that the grievance is substantial and valid, then the grievance will be submitted in writing via registered mail to the Yogakidz yoga teacher being charged (the respondent).
4. The Yogakidz yoga teacher will have 2 weeks to reply in writing to the Sarah Mulliner of Yogakidz Worldwide Ltd. She will then contact the Yogakidz yoga teacher to review the response. Any edits to the respondent's initial statement will be sent to the respondent for approval. The final grievance and teacher's response will then be examined in depth by Yogakidz Worldwide Ltd and/or Yogakidz Ltd. Any witnesses will be contacted at that time.
5. Yogakidz Worldwide will reply to both the complainant and the respondent in writing with both Yogakidz Worldwide and Yogakidz on the case.
6. The following are possible outcomes of the grievance process:
 - a. Determination that the grievance complaint is invalid, so it is dismissed by Yogakidz Worldwide Ltd.
 - b. Conflict resolution is made between the complainant and the respondent in lieu of a full review by Yogakidz Worldwide Ltd.
 - c. Yogakidz Worldwide Ltd counsels and educates the respondent to improve behaviour with students.
 - d. Censure: a stern reprimand based on the outcome of the grievance procedure which does not suspend or terminate teachers' certification.
 - e. Suspension of teachers' certification, which may be for a specified minimum period of time or may be contingent on specified criteria.
 - f. Expulsion from the Yogakidz Worldwide Ltd & Yogakidz Community.

CODE OF CONDUCT:

This Code of Practice is a summation and declaration of acceptable, ethical, and professional behaviour by which all Yogakidz Worldwide Ltd and Yogakidz Ltd Teachers and Employees agree to conduct the training, teaching and business of Yoga.

As a Registrant of Yogakidz Worldwide Ltd and Yogakidz Ltd, I agree to uphold the ethical goals set forth in the following Code of Practice:

1. To provide high quality Children & Young People's Yoga Training programmes and Yoga Classes.
2. To maintain and uphold the traditions of Hatha Yoga. To teach yoga from the experience of these traditions and to disseminate these teachings to anyone, from any background, who earnestly desires to follow these traditions.
3. Uphold the integrity of my vocation by conducting myself in a professional and conscientious manner.
4. Acknowledge the limitations of my skills and scope of practice and where appropriate, refer students/teachers to seek alternative instruction, advice, treatment, or direction.
5. Create and maintain a safe, clean, and comfortable environment for the practice of yoga and trainings.
6. Encourage diversity actively by respecting all students regardless of age, physical limitations, race, creed, gender, ethnicity, religion affiliation, or sexual orientation.
7. Respect the rights, dignity, and privacy of all students.
8. Avoid words and actions that constitute sexual harassment.
9. Follow all local government and national laws that pertain to my yoga teaching and business.
10. To abide by the Data Protection Act (1988) – DPA.
11. To ensure compliance of Yogakidz Worldwide Ltd/Yogakidz Ltd requirements and uphold a strong moral obligation.
12. To not engage in any conduct or activities on-or off duty that reflect discredit on Yogakidz Worldwide Ltd/Yogakidz Ltd, or which tend to bring Yogakidz Worldwide Ltd/Yogakidz Ltd into disrepute, or impair its effective operation.