



Menopause Movement

Safeguarding Policy

Menopause Movement recognise the importance of safeguarding learners from harm, and abuse. We are committed to ensuring that our learners have a safe and secure learning environment that promotes their physical, emotional, and psychological wellbeing. This safeguarding policy outlines our approach to protecting learners from harm, by creating a respectful, supportive, and inclusive learning environments and how we respond to safeguarding concerns that arise.

Menopause Movement provides education and professional development. Our tutors and staff are not able to provide counselling, clinical advice or crisis intervention. Where a learner discloses concerns relating to their safety or wellbeing, we will respond appropriately, provide a supportive learning environment and signpost or refer to appropriate services where necessary.

Course content may include discussions relating to physical health, mental wellbeing, trauma, menopause and sensitive personal experiences. Learners are encouraged to participate only to the extent they feel comfortable and may step away from sessions if required. Tutors will provide appropriate signposting where additional support may be beneficial.

To prevent and manage bullying, harassment and discrimination in our course community, Menopause Movement, will:

- Ensure course content is appropriate, non-discriminatory and inclusive.
- Monitor course content and learning environment regularly to identify and respond to any safeguarding concerns.
- Understand and know how to implement safeguarding policies and procedures, and know their individual roles and responsibilities in safeguarding learners.



Menopause Movement welcomes learners from all backgrounds and is committed to ensuring safeguarding practices are inclusive regardless of age, disability, race, ethnicity, religion or belief, sex, sexual orientation or gender identity.

Reporting Safeguarding Concerns:

Safeguarding concerns will be handled sensitively and confidentially wherever possible. However, where there is a concern that someone may be at risk of harm, information may need to be shared with appropriate agencies or individuals in order to safeguard those involved. Any learner who has a safeguarding concern can report it to our safeguarding officer, Christien Bird, who will investigate the concern and take appropriate action.

Designated Safeguarding Lead: Christien Bird

Email: christien@menopausemovement.co

When reporting a safeguarding concern, we ask that as much detail as possible, is provided, to enable us to investigate the concern effectively. Any safeguarding concerns reported to our safeguarding officer will be dealt with promptly and confidentially.

Where a learner is experiencing a safeguarding concern, or knows of someone who is, they will be signposted to contact appropriate services by calling emergency services on 101, 999, or by making an urgent appointment with a GP or other health professional.

This policy will be reviewed on an annual basis.

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