



# Re; Wilding Leadership Programme - 2025 - Terms and Considerations for Participation.

*By signing up to and participating in this programme you are committed to the following terms and culture.*

## 1. Programme Overview

The Re; Wilding Leadership Programme (the "Programme") is a four-phase leadership development course delivered in woodland settings at Little Seed Field, near Ripon, North Yorkshire. The Programme includes group sessions, individual coaching, and nature-based learning activities, bought to you by Where the Mind Grows (the "provider" or "facilitator"). This agreement holds between yourself (the "participant") and Where the Mind Grows. (the "provider" or "facilitator")

## 2. Eligibility Requirements

Participants must:

- Hold a leadership role, be progressing toward leadership, or be a founder/leader of their own business in which they have some decision-making and strategic responsibilities at an individual, team, organisational and community/partnership level.
- Be able to travel independently to the woodland location near Ripon, North Yorkshire
- Complete all required registration and onboarding documentation prior to Programme commencement to be accepted.
- Have authority for funding if employer-sponsored, or be able to commit to payment terms, without payment default.
- Have the intention to commit to all parts of the programme experience and dates.

## 3. Programme Commitment

Participants agree to:

- Attend all four core programme sessions on the specified dates
- Complete 1-4 hours of monthly self-leadership and wellbeing activities, minimum - outside of the group and individual programmes.
- Participate in programme evaluation and impact assessment
- Claim and attend entitlement to 1:1 coaching sessions by March 31st, 2026 Online or in person at a selected location.
- Adhere to the group-created culture and act with respect, honesty, and dignity.
- Commit to individual coaching relationships and boundaries with the facilitator 1:1
- Engage in nature connection activities as part of the programme
- Complete all required registration forms honestly and openly, in advance of sessions.
- Commit to any payment schedules or terms, agreed as part of the programme.

## 4. Payment Terms

### 4.1 Programme Fees:

- One-off payment: £1,895 (Vat Inclusive)
- Payment plan: 4 x £495 (includes administration fee) - individual payments to be made by direct payment, on or before the following payment schedule dates.
  - Initial Payment - Thursday 6th March 2025
  - Payment #2 - Thursday 12th June 2025
  - Payment #3 - Thursday 11th September 2025
  - Payment #4 - Thursday 13th November 2025
- Early bird deposit option: £200 (available until January 31st, 2025)

**Early Bird or Discount Codes must be claimed within the agreed date/time and terms of use.**

### 4.2 Payment Requirements:

- All payments must be completed minimum two weeks prior to Programme commencement
- Payment plan instalments must be completed two weeks prior to each programme phase ( see date deadlines above)
- A non-refundable deposit of £200 is applicable on all payments.
- Programme must be paid in full by Thursday 6th March 25 for upfront in full.

Employer-Funded Payments - In the event that your place of the programme is funded by your employer. An invoice will be raised and payment must be cleared a minimum of two weeks in advance of the initial or individual session phases, in accordance with the outlined payment terms.

[If your placement is funded by a third party bursary - you may also need to be aware of their terms and eligibility criterion, separate to these terms]

WTMG bursary places - There are two leadership bursary-funded places for small low-income organisations - subject to application within agreed terms and WTMG discretionary decision. - These places are agreed as a Pay As You Can placement with your payment being made on or before the above deadline date.

Default on Payment - Defaults on payments exceeding 48 hours of agreed payment term will incur a 10% late payment fee in addition to outstanding payment. Default exceeding this period may result in you losing your place and material access on this programme.

## cooling-off 5. Cancellation and Refund Policy

### 5.1 Participant Cancellation:

- A cooling off period, is applicable up to and before 5pm on the 31st March 2025 - on attendance of the initial session.

- Refund requests must be submitted in writing during the cooling-off period deadline. - £200 deposit will be deducted from any refund.
- In the event, that you/your employer default on any payment plan or terms, as outlined in the agreement. All funds previously paid thus far will be non-refundable.
- Refunds will be processed within a maximum of 30 days in line with the above cooling-off period, terms.
- Programme materials access & right to attend future sessions will be revoked upon refund.

## 5.2 Programme Cancellation:

- If the Programme is cancelled by the organiser, refunds will be offered for the remaining sessions or an alternative date and time will be facilitated for the group where possible.

## 5.3 Exchange

- Only the individual registered for the programme has permission to access/participate. In the event that you require to exchange placement due to mitigation circumstances, this will only be permitted in advance of the initial programme session via written request to the provider/facilitator.

## 6. Protected Places Policy

- Limited to one participant per organisation
- Organizations seeking multiple team member participation should inquire about bespoke programme options.
- In the event that more than one leader from the same organisation seeks to apply for a place on the programme. Applications will be reviewed and an individual selected following discussion and decision from Where the Mind Grows.
- Two WTMG bursary places are available for leaders from low-income organisations or under-represented demographics in Yorkshire, on a PAY AS YOU CAN funded placement. Bursary applications must be received on or before 28th February 2025 and agreed fees completed on or before 6th March 2025. (see further WTMG bursary terms)

## 7. Employer Funding

- All necessary funding authority must be secured prior to registration and payment completed within the agreed payment terms.

## 8. Accessibility

- Programme is delivered in woodland settings, please ensure you have disclosed any medical or accessibility needs on your onboarding form, to ensure suitability and accessibility to the programme.
- Participants with accessibility considerations may wish to discuss requirements prior to registration by contacting [info@wherethemindgrows.co.uk](mailto:info@wherethemindgrows.co.uk)
- Reasonable adjustments for accessibility, learning needs and protected characteristics will be made where possible.

## 9. Accommodation

- The programme offers a venue for leaders but does not fund overnight accommodation as part of participation.
- Accommodation is available on-site at Little Seed Field (subject to availability)

- Additional costs apply
- Booking is required separately from Programme registration directly with the venue

## 10. Materials and Resources

Participants will receive:

- Access to Four group sessions in Nature
- Monthly programme newsletter
- Self-led nature connection resources
- Programme evaluation materials (3-6 months post-programme completion)
- Access to four individual 90-minute coaching sessions - online or in the woods.
- Catering and refreshments during group sessions
- Adhoc WhatsApp/Email contact with Facilitator - subject to reasonable limitations & professional boundaries. In work hours only.

## 11. Default and Termination

- Failure to maintain payment[s] schedule may result in the Programme place being cancelled/lost.
- Payments made outside agreed terms are non-refundable
- Programme access may be terminated for breach of group culture agreements

## 12. Limitations of Responsibility

### 12.1 Personal Property and Safety

- While Where the Mind Grows Ltd. takes reasonable precautions to ensure participant safety and security, we accept no responsibility for loss or damage to personal property while attending the Programme
- Participants are advised to maintain appropriate personal insurance coverage
- Participants attend outdoor and nature-based activities at their own risk, following guidance.

### 12.2 Programme Content and Outcomes

- Where the Mind Grows makes no guarantees regarding specific outcomes or results from participation in the Programme
- The Programme content is provided for educational and developmental purposes only. With an aim to enhance well-being of leaders.
- Any actions taken by participants based on Programme content are at their own discretion and risk - participants are encouraged to follow any professional guidance of aftercare of resources.

### 12.3 Extent of Liability

- Where the Mind Grows' total liability for any claims arising from the Programme shall not exceed the total fees paid by the participant
- We do not exclude or limit liability for:
  - Death or personal injury caused by our negligence
  - Fraud or fraudulent misrepresentation
  - Any liability which cannot be excluded or limited by law

### 13.4 Force Majeure

- Where the Mind Grows shall not be liable for any failure or delay in delivering the Programme resulting from circumstances beyond our reasonable control, including but not limited to:
  - Severe weather conditions
  - Natural disasters
  - Public health emergencies
  - Government restrictions
  - Other unforeseen circumstances
- In such cases, we will make reasonable efforts to reschedule affected sessions

### 13.5 Third Party Services

- Where accommodation or other services are provided by third parties (including Little Seed Field), Where the Mind Grows accepts no liability for the provision or quality of such services
- Participants enter into separate agreements with these providers at their own risk

## 13. Restrictions

The consumption of alcohol or drugs is not permitted throughout this course programme, onsite.

Consumption of mushrooms or other wild ingredients in the setting is not permitted without due knowledge and diligence. responsibility.

The programme is not therapy or a crisis service. Though their programme may be therapeutic. We will provide additional signposting to services where a need is identified, where possible. In line with safeguarding responsibilities and ethics.

## 14. Group Culture - Right to Respect

The group will agree on a collective community culture as part of the programme. This will be based on the foundations of mutual respect, inclusive practice and non-oppressive behaviours and communications.

The group will respect that Nature is also an active participant of the programme and aim to leave no trace or harm.

The group will commit to ensuring collective responsibility for health and safety. Reporting accidents, injury or damage promptly and following health and safety and risk management guidance.

## 16. Data Protection & Privacy and Confidentiality

### 16.1 Data Protection and Privacy

- We process personal data in accordance with the UK Data Protection Act 2018 and GDPR ( we are ICO registered)
- Personal information will only be collected and processed as necessary for the delivery of the Programme
- Participant data will be stored securely and retained only for as long as necessary
- Full details of our data processing activities can be found in our Privacy Policy

### 14.2 Confidentiality

- All information shared during group and individual sessions will be treated as confidential

- Participants agree to maintain confidentiality regarding information shared by other participants during the Programme
- We may use anonymized feedback and evaluation data for promotional purposes - we always seek your permission for use in the public domain.
- Programme materials are confidential and for personal use only
- Where the Mind Grows reserves the right to break confidentiality if:
  - Required by law
  - There is a risk of serious harm to the participant or others
  - There is a safeguarding concern

#### 14.3 Session Recording

- No recording of group or individual sessions is permitted without prior written consent - this is usually agreed through a standard photo and film agreement.
- Any agreed recordings will be managed in accordance with our data protection policies

## 16. Modifications

Where the Mind Grows reserves the right to modify these terms and conditions with reasonable notice to participants. We will notify you of any changes in advance.