Group Development Days

Supplementary Terms & Conditions | STOP Fearing Fear® Services Ltd

Version 1.0 | Dated 23 November 2026 | England and Wales

These supplementary terms apply alongside the Company-Wide Terms & Conditions dated 23 November 2026. This document explains the service conditions; the individual proposal and booking confirmation set the specific arrangements for each commissioned development day.

1. Relationship to the Company-Wide Terms

These supplementary terms apply to Group Development Days provided by STOP Fearing Fear Services Ltd (the "Company"). Together with the Company-Wide Terms & Conditions and an accepted written proposal or booking confirmation, they form the contract. A service-specific term takes precedence for that service where inconsistent with the general terms, subject to mandatory law. Any individually negotiated variation must be expressly agreed in writing.

2. Nature and purpose of the service

Group Development Days are bespoke professional group development and Stage Two Preventive Mental Health Education, informed by the practice-developed STOP Fearing Fear® framework. Through purposeful group challenges, guided reflection and applied teaching, participants examine behaviour under pressure, communication, interpersonal skills, problem-solving, strategic planning, decision-making and responsibility. These are educational and developmental services, not clinical treatment, psychological diagnosis, emergency intervention or recreational adventure packages. The Company does not guarantee any particular individual, clinical, workforce or organisational outcome.

3. Tailored design; no fixed package

Each engagement is designed following discussion with the commissioning organisation. Half-day or full-day delivery may be discussed, and suitable indoor, outdoor or combined activities considered, but none is automatically included. No specific location, duration, activity, route, equipment, staffing arrangement, delegate number, deliverable or follow-up is promised solely by the website description. The agreed scope is that stated in the accepted written proposal. The Company may decline a proposed activity, venue, timetable or group arrangement if it cannot be delivered appropriately or safely.

4. Proposal, feasibility and contract formation

An enquiry or initial planning discussion is not a confirmed booking. Before acceptance, the Company and commissioning organisation must agree learning objectives, intended participants and numbers, session format and duration, location and facilities, candidate activities, accessibility needs, reasonable preparation time, relevant risk and insurance responsibilities, fee and expenses, payment arrangements, and cancellation or postponement provisions. A booking becomes binding only when the Company accepts it in writing or both parties sign an agreement after the applicable terms have been provided. Where essential feasibility or safety matters remain unresolved, dates may be discussed provisionally but must not be represented as confirmed.

5. Fees, expenses and payment

All pricing is individually quoted; there is no standard advertised package fee. The accepted quotation or booking confirmation will specify fees, any deposit or staged payments, the payment deadline, and responsibility for travel, accommodation, venue hire, third-party providers, equipment, materials, catering and other agreed costs. The Company is not currently VAT registered; VAT treatment will follow the law if its status changes. Additional work or material changes to the agreed scope require a written variation, including any revised fees and timetable. If payment is overdue, the Company may take proportionate steps permitted by the Company-Wide Terms, without excluding statutory rights.

6. Commissioning organisation responsibilities

The commissioning organisation will provide an authorised coordinator, accurate information about the group, clear learning priorities, an appropriate venue or venue arrangements where assigned, and timely decisions needed to plan delivery. It retains its own employment, workplace, safeguarding, equality, data-protection and health and safety duties. Responsibility for venue suitability, transport, supervision, attendance, participant communications, accessibility measures, equipment, first aid, emergency arrangements and incident reporting will be allocated before delivery in the accepted proposal or a separate written delivery plan. The Company does not assume responsibility for implementing workplace changes after the event unless separately contracted.

7. Participant suitability, accessibility and consent

The organisation must inform participants of the educational purpose, practical nature and reasonably foreseeable demands of the session, and communicate relevant accessibility or adjustment requirements early enough for suitable planning. Participation must not depend on public disclosure of personal mental health information. Participants should follow reasonable instructions and behave respectfully. Where the event involves children, young people or adults requiring additional support, age suitability, permissions, supervision, safeguarding and provider responsibilities must be established expressly before the engagement is accepted. The Company may modify or restrict an activity for suitability or safety, with an appropriate alternative where practicable.

8. Activities, outdoor conditions and third parties

Activities will be selected to serve defined learning objectives, not to humiliate, expose or deliberately overwhelm participants. Outdoor or practical activities may carry risks arising from weather, terrain, movement, equipment, other participants or changing conditions. Relevant risk assessments and controls, staff competence, insurance, permissions and emergency arrangements must be established before delivery. Specialist or regulated activities will not be supplied merely because they are mentioned as possibilities: they require a separate agreed specification and appropriately qualified, insured and, where legally required, licensed provision. Any third-party venue or activity provider, contracting party and allocation of responsibilities will be identified in writing. The Company may alter, replace, suspend or stop an activity where reasonably necessary for safety.

9. Delivery changes and scope variations

A change to participant numbers, location, programme objectives, format or activities after acceptance may affect feasibility, staffing, third-party commitments and price. Material alterations require agreement in writing. Reasonable safety-led adaptations made during delivery do not automatically constitute failure to supply the service where the core agreed educational purpose can still be delivered. If a material part cannot be delivered, the parties will consider an appropriate alternative, rearrangement or refund/remedy in accordance with the contract and applicable law.

10. Cancellation, postponement and non-recoverable costs

The accepted proposal or booking confirmation must state the cancellation and rescheduling terms before a booking becomes binding. No fixed cancellation percentage, automatic forfeiture of deposits or guaranteed free rescheduling is created by this document. A fair charge may reflect demonstrable committed costs, preparation performed and legitimate losses, accounting for savings and reasonable mitigation, where legally recoverable. If the Company must cancel or substantially postpone delivery, it will notify the organisation promptly and offer an appropriate rearrangement or refund for services not supplied, subject to applicable law and any negotiated business agreement. Weather and other external disruptions are also governed by the Company-Wide Terms.

11. Learning, reflection and reporting boundaries

Facilitated reflection addresses observable behaviour, communication, choices and group responses during agreed tasks. The purpose is practical learning, not psychological assessment of individuals, personnel appraisal or diagnosis. Any participant evaluation, individual feedback, written report, recording, follow-up session or organisational outcome measurement is included only if expressly specified and priced in the accepted proposal. The organisation remains responsible for employment decisions and how it uses any findings. No specific reduction in absence, clinical symptoms or organisational costs is promised.

12. Confidentiality, safeguarding and privacy

Participants should not be pressed to share sensitive personal experiences in a group setting. The Company will manage confidential information in line with its Company-Wide Terms and applicable law, subject to lawful safeguarding, risk and disclosure requirements. The organisation and the Company will agree in advance whether participant information, anonymised feedback or reports will be collected or shared, and identify their relevant data-protection responsibilities. The website Privacy Policy is at https://stopfearingfear.com/privacy/; any additional service-specific privacy information will be supplied where necessary.

13. Teaching materials, recordings and intellectual property

STOP Fearing Fear® trademarks, associated frameworks, diagrams, methods, teaching materials and other content remain owned by their respective legal rights holders, including registered marks owned personally by Paul Martin where applicable. Unless expressly agreed in writing, participants may use supplied handouts for their own learning and the commissioning organisation may use specifically supplied materials internally only for the agreed purpose. No session recording, livestreaming, redistribution, adaptation, republication, sublicensing, train-the-trainer use or creation of derivative commercial programmes is permitted without prior written authorisation, except as allowed by law. Use of names, logos, images or testimonials in publicity also requires appropriate permission.

14. Liability, complaints and statutory rights

Services will be provided with reasonable care and skill. Nothing in these terms limits liability for death or personal injury caused by negligence, fraud, or any other liability which cannot lawfully be excluded; nor do they remove consumer statutory rights where applicable. Responsibility for third-party venues and services will follow the agreed allocation and applicable law, without excluding liability for the Company's own negligence or breach. The liability provisions and complaints procedure in the Company-Wide Terms apply. Concerns may be sent to contact@stopfearingfear.com.

15. Consumer bookings and legal cancellation rights

These events are primarily commissioned by organisations. If an individual books as a consumer, applicable consumer rights take precedence. Where distance or off-premises cancellation rights apply, the Company-Wide Terms explain the potential 14-day period, exceptions, cancellation method and any required early-start request or acknowledgement. An exception for a dated leisure activity will not be assumed merely because a programme includes practical or outdoor activities. The Company will provide the required pre-contract information and separate consent process where applicable.

16. Contact and legal identification

STOP Fearing Fear Services Ltd | Company number: 17260769 | Registered office: 41 West End, Wirksworth, Matlock DE4 4EG | Email: contact@stopfearingfear.com | Website: https://stopfearingfear.com/ | Privacy Policy: https://stopfearingfear.com/privacy/. The Company is not currently VAT registered.

Booking-specific agreement

For each Group Development Day, the accepted written proposal or booking confirmation should specify at least: objectives and deliverables; date/time and agreed preparation; venue and format; activities and suitability; participant numbers and supervision; safeguarding and risk responsibilities; any third-party providers; fees, expenses and payment deadlines; cancellation/rescheduling terms; materials and any reporting or follow-up. These particulars are not fixed by this public document.