



**SAFEGUARDING
- THE LATEST
UPDATES FOR
LEARNERS,
EMPLOYERS AND
COLLEAGUES
JUNE - JULY 2023**

[TOTALPEOPLE.CO.UK](https://totalpeople.co.uk)





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YOUR WELLBEING – MENTAL WELLBEING FOR CUSTODY AND DETENTION APPRENTICES

In this edition of 'Your Wellbeing' we hear from our Custody and Detention sector about some of their experiences.

Did you know prison officers are at greater risk of work-related stress than most other occupations in the UK (Johnson et al., 2005)?

Total People and our partners take the wellbeing of apprentices seriously. One of most common concerns raised by our Custody and Detention Officer (CDO) Apprentices is their mental health and wellbeing. No amount of training can prepare them for the realities of the job, and as such resilience is one of the main attributes a CDO needs.

No two prisons are the same, with officers being responsible for maintaining a safe and secure environment where offender behaviour can be resistant and unpredictable. The potential for threats, the use of violence and aggression, substance misuse, suicide or self-harm, all require the ongoing need to maintain high levels of awareness for long periods of time. This can be exhausting and, coupled with long unsocial hours and heavy workloads, can be emotionally demanding.

Apprentices can access support through their 'Care Team' in their establishment, who offer help and support to those involved in incidents, with general wellbeing concerns or personal issues. In addition, staff can

access the Chaplaincy service, who also offer pastoral support to those who may have suffered a loss or bereavement or following traumatic events or incidents at work. Our Learning Coaches also play a key role in supporting apprentices with their wellbeing, by offering advice and guidance, signposting and helping learners to access the support available in their workplace.

Recently one apprentice raised concerns about wellbeing with their employer and they were able to secure a transfer from a very hostile unit to a less confrontational one, which better suited their skills. Another apprentice was supported to swap their shift pattern to permanent nights due to childcare issues. A further apprentice was able to reduce their hours due to temporary caring responsibilities. This was only possible because they shared their concerns with their Learning Coach and / or employer.

Starting a conversation about wellbeing can be difficult, but by doing so your Learning Coach and / or employer has the opportunity to support you by understanding what you are struggling with and how this affects your work, giving them the chance to make adjustments if it is operationally possible.

SEXUAL VIOLENCE AND HARASSMENT (SVH) AT WORK AND WITHIN THE LEARNING ENVIRONMENT

Sexual harassment is unwanted behaviour of a sexual nature. The law (Equality Act 2010) protects the following people against sexual harassment at work (source: Acas website):

- employees and workers
- contractors and self-employed people hired to personally do the work
- job applicants.

To be sexually harassed, the unwanted behaviour must have either:

- violated someone's dignity, whether it was intended or not
- created an intimidating, hostile, degrading, humiliating or offensive environment for them, whether it was intended or not.

One example is that some people might consider it as joking, 'banter' or part of their workplace culture, but it is still sexual harassment if:

- the behaviour is of a sexual nature
- it's unwanted



- it violates someone's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them.

Employers must do all they reasonably can to protect staff from sexual harassment and take steps to prevent it happening. The same applies to religious, race, disability and gender / sexuality harassment.

For Further Information

<https://www.acas.org.uk/sexual-harassment>

<https://www.equalityhumanrights.com/en/sexual-harassment-workplace>

<https://www.hse.gov.uk/violence/>

Sexual violence and harassment is illegal and can affect a victim's health and wellbeing with many outcomes such as: depression, anxiety, self-harm, low work productivity or even resignation. SVH can also affect the victim's home life and impact on the family.

As learners, what do you know about your employer's policies on code of conduct, behaviour, whistleblowing, and challenging harassment / bullying at work? This area falls under the Rule of Law, Respect and Tolerance linked to the British Values. Use this newsletter to explore further the prevalence of SVH in your place of work. Total People has a Safeguard and Child Protection Policy found on our website (link at the end of the newsletter) that highlights some do's and don'ts if learners and staff find themselves victims of SVH.

INCLUSION ALL ROUND - FOCUS ON KEY EVENTS - MODERN BRITISH SOCIETY

June is Motor Neurone Disease Awareness Month, Stillbirth and Neonatal Death Awareness Month, Scleroderma Awareness Month, LGBTQ+ Pride Month, and Gypsy, Roma and Traveller History Month.

Religious/cultural

4	Pentecost <i>Orthodox Christian</i>
4	Trinity Sunday <i>Christian</i>
8	Feast of Corpus Christi <i>Catholic Christian</i>
12	The Apostles' Fast <i>Orthodox Christian</i>
16	Feast of the sacred Heart of Jesus <i>Catholic Christian</i>
16	Martyrdom of Guru Arjan Dev <i>Sikh</i>
24	Litha <i>Wicca and Pagan</i>
24	Nativity of Saint John the Baptist <i>Christian</i>
27 Jun - 1 Jul	Hajj <i>Islam</i>
28	Waqf al Arafa <i>Islam</i>
28	Feast of Saints Peter and Paul <i>Christian</i>
29 Jun - 2 Jul	Eid al-Adha <i>Islam</i>

Awareness and events

4	International Day of Innocent Children Victims of Aggression
10	Global Wellness Day
11	Race Unity Day
12	World Day Against Child Labour
12-18	Men's Health Week
15	World Elder Abuse Awareness Day
18	Autistic Pride Day
18	Father's Day
19-25	Refugee Week
20	World Refugee Day
21	Summer Solstice
22	UK Windrush Day
26-30	School Diversity Week
29-30	TUC's LGBT+ Conference

July is UV Safety Awareness Month, International Women with Alopecia Month and Group B Strep Awareness Month.

Religious/cultural

3	Feast of Saint Thomas the Apostle <i>Christian</i>
3	Asalha Puja (Dharma Day) <i>Buddhist</i>
5	Birthday of Guru Hargobind <i>Sikh</i>
10	Martyrdom of the Bab <i>Baha'i</i>
15	Saint Vladimir the Great Day <i>Orthodox Christian</i>
19	Islamic New Year <i>Islam</i>
22	Feast of Saint Mary Magdelene <i>Christian</i>
23	Birthday of Guru Har Krishan <i>Sikh</i>
23	Birthday of Emperor Haile Selassie <i>Rastafari</i>
24	Pioneer Day <i>Mormon Christian</i>
25	Saint James the Great's Day <i>Christian</i>
27	Tish'a B'av <i>Judaism</i>
28	Ashura <i>Islam</i>

For our Muslim learners there are key events occurring in June around the Hajj pilgrimage and the Eid celebrations that will follow. If you have staff and learners of the faith, be mindful of this major event and celebrate where possible.

Father's Day and Men's Health Week come in June; are there events taking place and signposting that you or your place of work can promote? There are many national websites that support men's health.

For our Jewish learners Tish'a B'av is an annual fast day and commemorates a series of tragedies that have befallen the Jewish people over the years. You may wish to enter into some dialogues with Jewish colleagues to understand its meaning and significance.

Share these events as part of learner's knowledge on respect, tolerance and liberty / freedom as part of the British Values themes.

It's also the longest day of the year in June.

Awareness and events

14	International Non-Binary People's Day
18	Nelson Mandela International Day
28	World Hepatitis Day

YOUR VOICE PROGRESS REVIEW

Progress reviews are a vital way for learners to record their views, wishes and feelings as you meet your Learning Coach / Tutor over set periods on your journey. Use this as an opportunity to discuss your welfare, wellbeing and also your understanding of safeguarding, British Values and your role within 'Modern British Society'.

Remember reviews help learners to:

- Set a clear agenda for their review and provide better structure and flow
- Set targets showing curriculum intent, with discussions showing the implementation, target review then impact through comments and achievement
- Set SMART actions and provide an activity that sets out a substantial activity that requires 4-8 weeks of learning
- Discuss British Values in relation to specific subjects rather than as an isolated topic, allowing Learning Coaches to use questioning naturally.

To prepare:

- Book a suitable day and time with the learner
- Book all reviews as far forward as possible with learners and employers
- Check OneFile LDP and the journal for recent updates
- Check attendance and timekeeping.

The Total People team are regularly reviewing the quality of these reviews to ensure that learner's reviews are taking place and are of the quality that is expected to promote learner welfare and knowledge of British Values.

KEEPING LEARNERS SAFE AT WORK - H&S

Learners' safety at the place of work is covered under the Health & Safety Act 1974.

As learners do you know:

- Your organisation's Health & Safety Policy?
- Has H&S been covered at your induction and then regularly reviewed?
- Who the competent person is to lead on H&S at your place of work?
- What the reporting arrangements are?
- Do you know about any risk assessments in place?
- Have you received any H&S training?
- Are there displays and noticeboards that you can look at?
- Do you receive regular meetings to look at your H&S?

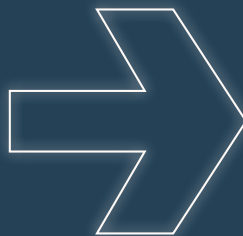
There should be a clear partnership between Total People / MOL, the employer and the learner to ensure that we minimise the H&S risks for learners.

H&S site checks are also a key part of the safeguarding duties that we cover to ensure that sites are safe for our learners.

Your key H&S lead at Total People is Paul Leake.



NEXT STEPS



Who to contact if you need help and support

There are a number of ways you can ask for some help and support. You could contact your Learning Coach or speak to your workplace manager or mentor.

We understand that asking for help can be difficult, you can ask anyone at Total People at any time. We will always take concerns seriously and treat your information with care and respect.



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You can also ask for help or support by contacting our safeguarding team directly via email or via our online reporting tool.

To report online visit www.totalpeople.co.uk/about/safeguarding/report-a-concern

Email: Safeguarding@totalpeople.co.uk

There is also an independent site <https://togetherall.com> that you can join if you wish. It is anonymous and offers community-based support. Please note it is important to follow their 'house rules' to keep safe online. Click on the link to see whether this may be of use to you.

Total People is part of LTE Group. LTE Group is committed to equality of opportunity, non-discriminatory practices and supporting individual students. This information is also available in a range of formats, such as large print, on request.