



**SAFEGUARDING
- THE LATEST
UPDATES FOR
LEARNERS,
EMPLOYERS AND
COLLEAGUES
FEB - MAR 2024**

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





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WELCOME

Hello and welcome to the fifth issue of our safeguarding newsletter.

Published every two months, this newsletter is written for all our learners, employers, partners and Total People colleagues. We aim to provide updates, information and resources to enable you all to ensure the safety of our learners, provoke thought and promote discussion.

In this edition, we look closer at building resilience and the tools and techniques you can use to protect yourself and build a strong future. There are lots of rich resources to help you so we encourage you to read on!



MANAGING RESILIENCE

In this 5th edition... we spotlight on managing resilience as we enter 2024. We hear about the word 'resilience' mentioned a lot, but what does it mean?

Resilience is defined as 'the capacity to recover quickly from difficulties; show toughness, or spring back into shape'. Taking this explanation how do you recover and spring back into shape?

There are many ways to bounce back after adversities & difficulties in life, these can be:

Talking

Taking sports

Doing leisure activities

Socialising

Following your faith/religion

Seeing your GP/Health worker

Taking approved medication

Eating healthily

Being with family/friends

Speaking to your learning coach

What other things do you do to spring back and take control?

What if you didn't have these networks?
What good alternatives are there?

TOP 10 TIPS RESILIENCE

R

Remain Positive

Look towards the future, think of what you want from life.

E

Establish realistic & achievable goals

This helps give you focus.

S

Strategies

Plan your coping strategies. Don't be afraid to ask for help.

I

Identify

Identify your strengths and be confident in yourself.

L

Learn from Experience

Learn from experience and move on.

I

Introduce

Introduce a positive way of thinking. Focus on the good things in your life.

E

Enjoy

Make time to do the things you enjoy.

N

Needs

Take care of yourself. Keep healthy and fit.

C

Connect

Build healthy relationships with your family, friends and teachers.

E

Embrace change

Don't dwell on the past. Put your energy into the present to shape your future.



Did you know that

People's relationships can affect their well-being outcomes, including quality of life and happiness. Measures in this area cover the presence and quality of relationships people may have with family, friends, and the community around them.

Around 1 in 15 adults in Great Britain feel lonely often or always. In October 2023, 6.8% of adults in Great Britain reported feeling lonely often or always. This shows no short-term change (8.9% in October 2022). (ONS 2023)

It is very important to increase control in your life by aiming to reduce being alone and participating in your community/family where you can.

Plan for the day

There are many ways to manage your welfare, resilience and remain healthy. Do you need assistance with this? If so speak to your employer or the Learning Coach/Tutor at Total People, we have many ideas, signposting to help you with any concerns at work.

Remember someone who is resilient and healthy is more likely to keep themselves safeguarded.

[Well-being - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Visit this ONS site and explore the data, do you agree with the figures? How else could this data be collated? Reflect critically and then discuss with your coach, you can add your learning in the progress reviews as one way to show learning. Make sure it links to the 4 British Values.

Check out MIND's great tips:

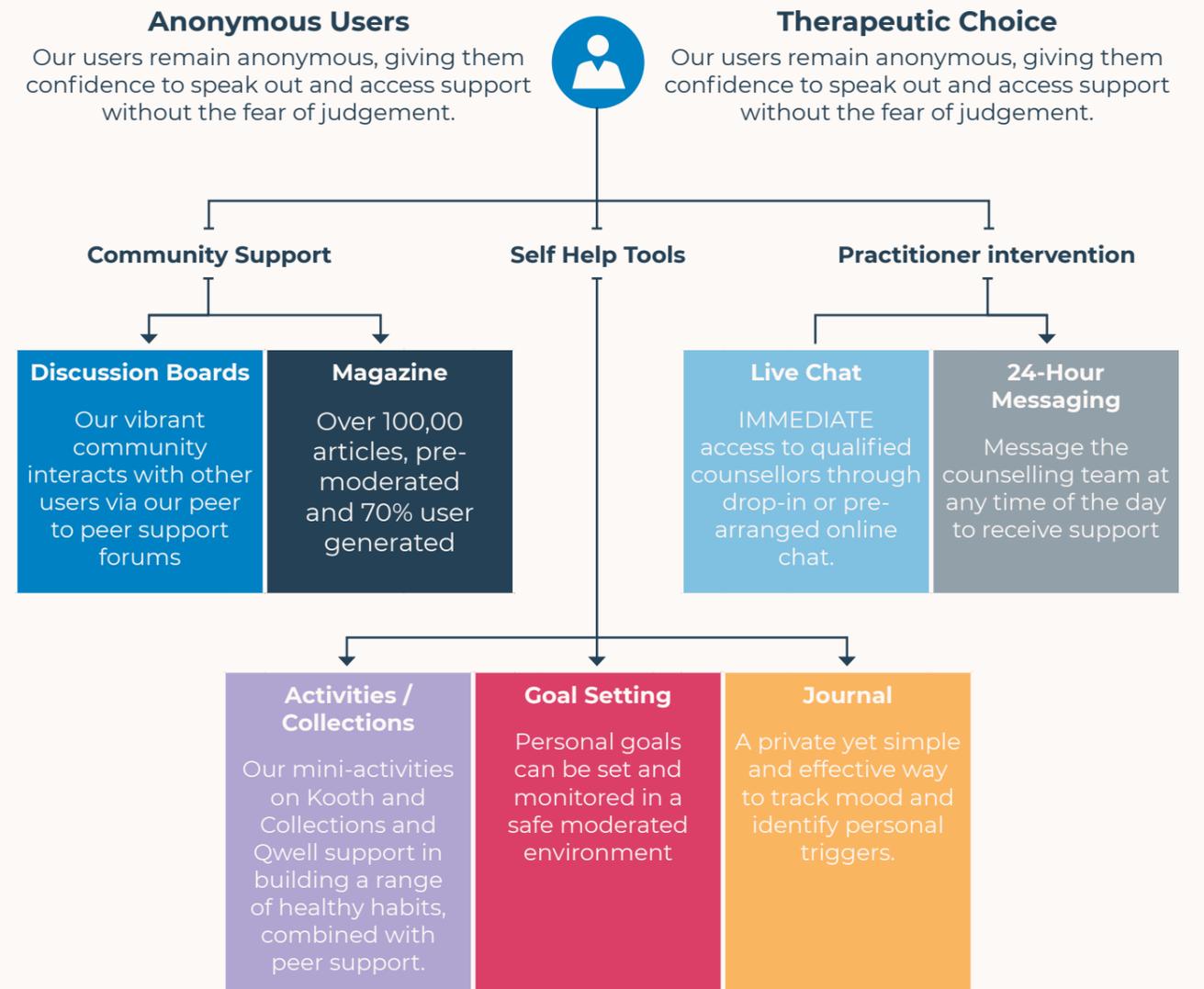
[Managing stress and building resilience - tips - Mind](#)

A resilient person is always looking at ways to keep ahead.

SPOTLIGHT ON KOOTH AND QWELL – NATIONAL SAFEGUARDING AND WELLBEING SERVICES

Staff may remember that Kooth and Qwell presented at the staff Colleague briefing in November 2023 and discussed the services that it promotes. Amongst the wide range, Kooth and Qwell provide:

Prevention through to support for most vulnerable



QWELL COLLECTIONS

 <p>Opening up - your support guide</p> <p>New to Qwell? Learn about how you can get support.</p> <p>Go to collection</p>	 <p>Grief and Loss</p> <p>Learn about the grief process and explore different ways of managing it.</p> <p>Go to collection</p>	 <p>Stress awareness</p> <p>Explore a variety of content to better understand and manage stress.</p> <p>Go to collection</p>
 <p>Self-care</p> <p>Explore practical suggestions on ways to look after your mental wellbeing.</p> <p>Go to collection</p>	 <p>Race and culture</p> <p>A collection about race, culture, identity and challenges that can arise.</p> <p>Go to collection</p>	 <p>Relationships</p> <p>Explore different types of relationships and how they might impact our lives.</p> <p>Go to collection</p>
 <p>Exploring neurodiversity</p> <p>Learn about the many different types of neurodiversity that make us all unique</p> <p>Go to collection</p>	 <p>Gender & gender identity</p> <p>Take a look at a whole range of different issues relating to gender.</p> <p>Go to collection</p>	

Our Collections are made up of carefully selected content and activities focused around a variety of mental wellbeing topics.

FREE, SAFE AND ANONYMOUS MENTAL HEALTH SUPPORT

FOR ALL AGES IN GREATER MANCHESTER.

For ages 10-25: [Kooth.com](https://www.kooth.com)

For ages 26+: [Qwell.io](https://www.qwell.io)

Signposting and advice with online counselling for under and over 18 year olds. These sites can help all learners, whether Study Programme learners, ESOL/Adult Education learners and those in apprenticeships and beyond. Depending on the needs of the learner, coaches may have to sit down and explain the sites and their purpose.

Remember learners need to register to access the services and please note this is a UK wide service with reach in most parts of the UK so do explore. It's a great way to take control and build resilience.

New for 2024:

This year Layla and Emily from Kooth will be working with our male learners at Wythenshaw and our 16/18 year old learners on the Study Programmes to focus on aspects of male mental wellbeing and the younger learners keeping themselves safe and resilient. These sessions are planned in Crewe, Macclesfield and Northwich.

Please make Layla and Emily welcome and we look forward to them engaging our young learners on the study programme and our male apprentices to discuss mental wellbeing and resilience.



INCLUSION ALL ROUND - FOCUS ON KEY EVENTS MODERN BRITISH SOCIETY - RESPECT AND TOLERANCE

February is UK national heart month, LGBT+ history month and raynaud's awareness month.

Religious/cultural

2	Imbolc*/Candlemas <i>Wicca and Pagan</i>
3	Setsunbun-sai <i>Shinto</i>
7	Lailat al-Miraj * <i>Islam</i>
10	Losar begins <i>Buddhist</i>
10	Lunar new year <i>Confucian Daoist and Buddhist</i>
13	Shrove Tuesday <i>Christian</i>
14	Ash Wednesday (start of Lent) <i>Christian</i>
14	Valentine's day <i>Christian</i>
14	Vasant Panchami ** <i>Hindu, Sikh and Jain</i>
15	Nirvana day <i>Buddhist</i>
18	Zacchaeus Sunday <i>Orthodox</i>
22	Feast of the chair of saint Peter <i>Catholic Christian</i>
24	Magha Puja** <i>Buddhist</i>
25	Triodion begins <i>Orthodox Christian</i>
25	Lailat al Bara'ah * <i>Islam</i>
26-29	Intercalary days * <i>Baha'i</i>

Awareness and events

1	World hijab day
1	Time to talk day
1-7	World interfaith harmony week
4	World cancer day
5-11	UK race equality week
5-11	Children's mental health week
6	International day of zero tolerance to female genital mutilation
6	Safer internet day
11	International day of women and girls in science
12	Red hand day for child soldiers
15	International childhood cancer day
17	World human spirit day
20	World day of social justice

March is prostate cancer awareness month, ovarian cancer awareness month, UK Marie Curie Cancer Care's great Daffodil appeal month and women's history month.

Religious/cultural

1	St David's day <i>Christian</i>
1	Nineteen-day fast begins <i>Baha'i</i>
3	Sunday of the prodigal son <i>Orthodox Christian</i>
8	Maha Shivratri ** <i>Hindu</i>
9	Saturday of souls <i>O-Christian</i>
10	Meatfare Sunday <i>O-Christian</i>
11	Ramadan * begins <i>Islam</i>
14	Nanakshahi (new year) <i>Sikh</i>
16	Saturday of souls <i>O-Christian</i>
17	Cheesefare Sunday <i>O-Christian</i>
17	St Patrick's day <i>Christian</i>
18	Great Lent begins <i>O-Christian</i>
19	Feast of saint Joseph <i>Christian</i>
20	Ostara <i>Wicca and Pagan</i>
20	Nowruz (new year) <i>Persian and Zoroastrian</i>
20	Naw-Rúz * <i>Baha'i</i>
23	Saturday of souls <i>O-Christian</i>
24	Purim * <i>Judaism</i>
24	Holika Dahan <i>Hindu</i>
24	Palm Sunday * <i>Christian</i>
24	Feast of Orthodoxy <i>O-Christian</i>
25	Annunciation to the Theotokos <i>O-Christian</i>
25	Annunciation of the virgin Mary <i>Christian</i>
25-27	Hola Mohalla <i>Sikh</i>
26	Holi * <i>Hindu</i>
26	Khordad Sal <i>Zoroastrian</i>
28	Maundy Thursday <i>Christian</i>

29	Good Friday <i>Christian</i>
31	Easter Sunday <i>Christian</i>

Awareness and events

1	Zero discrimination day
1	Self-injury awareness day (SIAD)
1	International wheelchair day
3	World hearing day
6-8	TUC's women's conference
8	International women's day
10	Mother's day
18-24	Neurodiversity celebration Week
20	Spring equinox
20	International day of happiness
21	International day for the elimination of racial discrimination
21	World downs syndrome day
24	World tuberculosis (TB) day
25	International day of remembrance of the victims of slavery and the transatlantic slave trade
27 Mar - 2 Apr	World autism acceptance week
30	World bipolar day
31	International trans day of visibility



Wow, just look at the many events in February and March 2024 that focus on areas of safeguarding and EDI. The issue of Female Genital Mutilation, Safer Internet Usage, neurodiversity, and racism are all key in the United Kingdom currently. Why don't you sit down and reflect on some of these and other events that may be affecting you or your colleagues in the workplace.

Reflection point

Take the newsletter to your learning coach or manager at work and discuss some of these events; can you celebrate, promote or champion these at work?

World Cancer Day is a great time to raise awareness of this deadly disease, many of us have or will be affected by cancer within our family or friends.

This is a great section to focus with study programme and ESOL/Adult Education learners. There may be many learners from many faiths/cultures who can talk about these events from their lived experiences, what better than to hear their views and experiences on 'respect and tolerance'.

As we enter the spring equinox, many Muslims and Christians will be focusing on Ramadan fasting/worship and the Easter worship/celebrations respectively.

Buddhist, Hindus, and Sikhs also have religious dates so have a read and use some of these events to develop your knowledge of wider modern British society. Remember to link this as part of our British Values on respect, tolerance, and freedom. Learning about other cultures helps us prepare for life as active British citizens ready for modern life.

Idea

Why not visit a temple, synagogue, mosque, or church, but ask if there are open events, these places of worship do have events planned, so enquire.

IN THE NEWS – DEMOCRACY, TOLERANCE, FREEDOM, RULE OF LAW – THE MIDDLE EAST

Many learners and employers may have been impacted by the issues in the Middle East and the news that we have seen. Thinking back on your experiences, how has the media and other forms of communication delivered the messages that you may have seen? What did you do to fact check what was shown to you?

Remember that critical thinkers challenge biases and assumptions and we may need to act as allies if we see or hear something that promotes hatred, discrimination and extremist thoughts.

Reflection

Referring back to the 4th edition of the news letter that focused on critical thinking, how do you approach discussing difficult topics like these?

What British Values can you link to this topic?

- Democracy
- Rule of Law
- Tolerance/respect of faiths
- Liberty/freedom of speech?

Was your rationale and discussion balanced and evidence based?

Revisit the work on critical thinking and seek support from your learning coach.

This is a great topic to manage with all learners at all levels – having difficult conversations, setting respectful boundaries at the start and bringing the topic back to British Values.

The CIPD have created a good link for staff:

[Supporting your workforce during the conflict in Israel and Gaza | CIPD](#)

This issue may result in workplace harassment, hate crime, discrimination, bullying, and other tensions and so learners and coaches must follow the policies around our values, safeguarding, code of conduct, whistleblowing and others.

This section may be more relevant to apprentices but does not stop coaches/tutors accessing and using ideas for their own learning and preparation in other sectors such as Adult Education.

Thanks to Brankica, our HR Coach sending this useful link.

KEEPING LEARNERS SAFE AT WORK (H&S) - THE RULE OF LAW

At Total People your health and safety is paramount. The HSE report that in 2022/23, 135 people lost their lives through work related injuries, with major areas being construction, manufacturing, and motor vehicle industries. 99 people were aged 16-59 in these deaths, falling from height and being struck whilst in the role.

Accident Reporting

All accidents or near miss accidents that happen in the workplace or at a Total People site must be reported electronically as per requirements. This is clearly explained to the employer and you as learners at the start of programme and during induction.

Any Total People colleague can report an accident or near miss. The Curriculum Performance Managers (DSPs) and Health and Safety manager are available for support and guidance in relation to reporting and responding to accidents.

The instructions are opposite.

Useful resource and good practice to use: H&S is everyone's responsibility

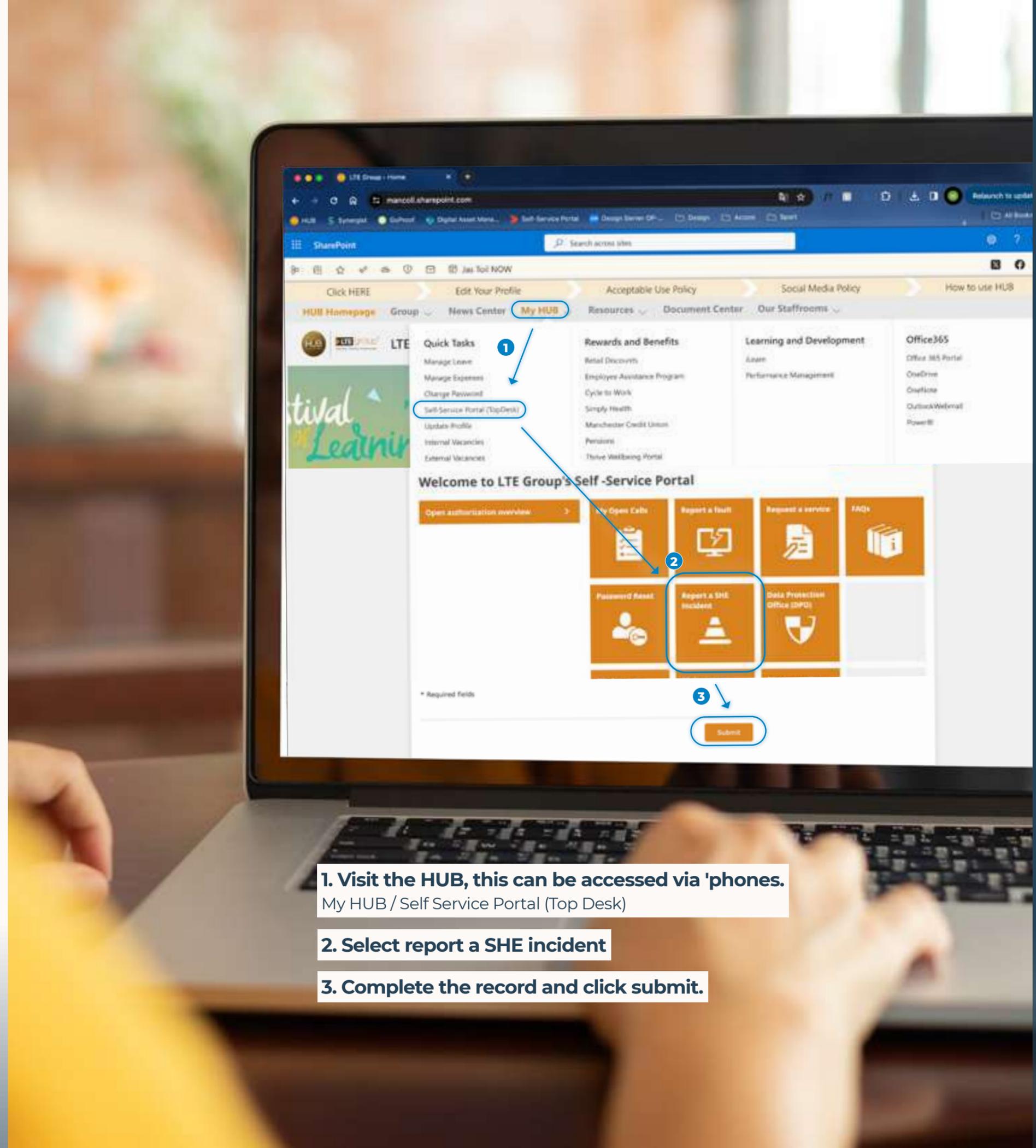
Visit the links below for more learning:

[Report accidents and illness - Health and safety made simple \(hse.gov.uk\)](#)

[Health & Safety at Work | Factsheets | CIPD](#)

Use these resources with colleagues, discuss in team meetings, use in your tasks or assignments. There are some great links here.

Our key Health & Safety lead is Paul Leake



1. Visit the HUB, this can be accessed via 'phones.
My HUB / Self Service Portal (Top Desk)

2. Select report a SHE incident

3. Complete the record and click submit.

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.



Designated Safeguarding Lead:

Imtiaz Kala

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Prevent Single Point of Contact

Imtiaz Kala

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Deputy Designated Safeguarding

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Total People Board

Catherine Hill OBE

Designated Lead for Safeguarding



Teaching and Learning Manager:

Sophie Hayes

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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 called [Together All](#) 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.