



**SAFEGUARDING
- THE LATEST
UPDATES FOR
LEARNERS,
EMPLOYERS AND
COLLEAGUES
JUNE - JULY 2024**

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





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WELCOME

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

Published every two months, this newsletter is written for all of our learners, employers, partners and Total People colleagues.

Each issue contains updates, information and resources crucial to ensuring the safety of our learners... in this edition Steve Stringer, our Learning Support Lead, explores how to support learners with learning difficulties or disabilities. We also take a look at what Ofsted has said about safeguarding and the state of mental health in the UK.



SUPPORTING LEARNING DISABILITIES AND DIFFICULTIES

You may hear the initials LDD mentioned as part of assessments, meetings with your coaches or meetings with employers. This is a reference to 'learning disabilities' and / or 'learning difficulties'.

Let's explore the difference:

- A learning disability relates to how the brain works, making it more difficult for someone to learn, understand or do things
- A learning difficulty is different from a learning disability, as it does not affect general intellect. A learning difficulty is when someone faces a greater challenge in learning than others of the same age because of a condition, such as dyslexia, or because they have had an illness that has impacted their memory.

Causes of learning difficulties are vast and an individual can have more than one learning difficulty. Learning difficulties can be temporary or permanent.

Here are some of the main learning difficulties:

Mild, Moderate or Severe		
Dyslexia	Dyscalculia	Asperger's Syndrome
Dysgraphia	Attention Deficit Hyperactivity Disorder (ADHD)	Speech, language and communication needs
Autism Spectrum Disorder (ASD)	Auditory Processing Disorder	Attention Deficit Disorder (ADD)

Do you feel you may have an undiagnosed learning difficulty? If so, discuss this when you meet your learning coach or employer. There is support that could be made available for you.

SUPPORTING SUPPORT NEEDS

LET'S REFLECT

As part of the advice and guidance that you receive, initial assessments form a key part of the process.

Have you had discussions / reviews / meetings to identify your support needs?

Total People seek information about possible support needs in a variety of ways; have you been involved in completing some or all of the following:

- Learning Support Summary forms
- Dyslexia / dyscalculia screening questionnaires
- BKSb assessments.

Speak to your coach or manager at work – they can help you.

Remember, Steve our Learning Support Lead is available to support you and Learning Coaches with LDD needs. Just get in touch via your Learning Coach.

Total People are also very proud to be working on a DfE Pilot for some Coaches to mentor 10 LDD learners. We are joining Disability Rights UK, who are providing us with training on key areas of LDD and training some of our colleagues to mentor learners.

Watch this space as the training and mentoring progresses throughout 2024.

Visit the website below to see the great work that Disability Rights UK are doing.



<https://www.disabilityrightsuk.org/about-us>

TOTAL PEOPLE'S SAFEGUARDING CULTURE

At Total People we strive to continuously improve our safeguarding culture. In a nutshell when we reflect on our culture we simply mean 'how we do things around here' regarding safeguarding our learners and our colleagues.

Ofsted is particularly keen to see us:

- Act in the best interests of our learners, to protect you from online and offline threats, including when you are receiving remote education
- Identify those of you who may need quick help, and who are at risk of harm or have been harmed
- Secure the help that you need as learners and, if required, refer concerns in a timely way to those who have the expertise to help, such as the Designated Safeguarding Lead (DSL) or external agencies / employers
- Manage safe recruitment, to ensure those who work for Total People are the right people to use our policies and procedures to ensure the welfare, well-being, health and safety and safeguarding of all our learners
- Ensure all staff who work for Total People are appropriately trained. Training provided includes, but is certainly not limited to, Safeguarding, Prevent, Health and Safety, Data Protection and Equality Diversity and Inclusion.



What this looks like in practice:

- Having an induction into your programme of study
- Having induction, training, and supervision at work
- Having a dedicated Learning Coach to provide support and coaching. A trusted person where you feel concerns you have will be taken seriously
- Regular Progress Reviews or meetings with your Learning Coach / tutor
- Opportunities for wider learning which includes learning how to stay safe online, in the workplace and in society.
- Knowledge of British Values and how these apply to you, your employer and your work

Total People have high expectations of all staff and learners. In our Oct/Nov 2023 edition of this Newsletter we reflected on The Deal. This is the agreement all learners and colleagues enter together when starting programme. This is not only about what Total People expect of learners but also what learners should expect from Total People.



It is also important to understand that Total People have a zero tolerance policy in relation to any form of:

- X Discrimination
- X Harassment
- X Victimisation
- X Sexual harassment
- X Racism
- X Discrimination based on sexuality and orientation.

Do you know

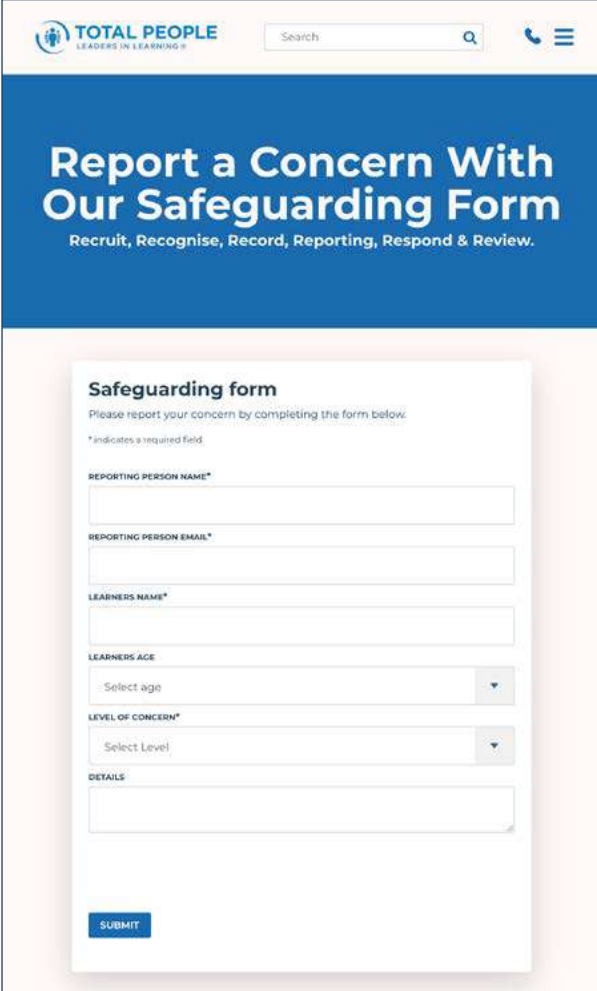
- Where and how to report a concern about you or someone else?
- Anyone can submit a safeguarding or welfare concern about anyone?
- If you have an accident or near miss at work or at training this MUST be reported to Total People. Employers and learners have a duty to report accidents and near misses to Total People via their Learning Coach
- All Learning Coaches have a responsibility to report any accidents or near misses on the electronic central system (TopDesk)
- All safeguarding and welfare information is treated sensitively and in line with GDPR requirements.

Reporting reminder

- Visit our website
- [Child Safeguarding Policies & Information](#)
- [Safeguarding Reporting form.](#)

Your feedback is important to us Is there anything else we can do better?

- Let us know via your learning coach or
- Email Imtiaz Kala (DSL) directly at ikala@totalpeople.co.uk or
- Visit the Total People Safeguarding contacts section of the website or email safeguarding@totalpeople.co.uk and let us know.



The screenshot shows the 'Report a Concern With Our Safeguarding Form' on the Total People website. The form is titled 'Safeguarding form' and includes instructions: 'Please report your concern by completing the form below.' and '* indicates a required field'. The form fields are: 'REPORTING PERSON NAME*', 'REPORTING PERSON EMAIL*', 'LEARNERS NAME*', 'LEARNERS AGE' (with a dropdown menu for 'Select age'), 'LEVEL OF CONCERN*' (with a dropdown menu for 'Select Level'), and 'DETAILS' (a text area). A 'SUBMIT' button is at the bottom.

INCLUSION ALL AROUND

FOCUS ON KEY EVENTS IN 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

5	Yom Yerushalayim* (Judaism)
7	Feast of the Sacred Heart of Jesus (Catholic Christian)
12-13	Shavuot (Judaism)
13	Feast of the Ascension (Orthodox)
10-16	Men's Health Week
15-19	Hajj (Islam)
16	Waqf al Arafa (Islam)
16	Martyrdom of Guru Arjan Dev
16	Father's Day
17-20	Eid al-Adha (Islam)
20	Litha (Wicca and Pagan)
22	Saturday of Souls (Orthodox Christian)
23	Pentecost (Orthodox Christian)
24	Nativity of Saint John the Baptist (Christian)
25	Eid al-Ghadir (Islam)
29	Feast of Saints Peter and Paul (Christian)

Awareness and events

4	International Day of Innocent Children Victims of Aggression
8	Global Wellness Day
9	Race Unity Day
12	World Day Against Child Labour
15	World Elder Abuse Awareness Day
17-23	Refugee Week
18	Autistic Pride Day
20	World Refugee Day
20	Summer Solstice
22	UK Windrush Day
24-28	School Diversity Week
27-28	TUC's LGBTQ+ Conference

July is UV Safety Awareness Month, International Women with Alopecia Month, Group B Strep Awareness Month, Disability Pride Month and the start of South Asian Heritage Month.

Religious/cultural

1	The Apostles' Fast begins (<i>Orthodox Christian</i>)
3	Feast of Saint Thomas the Apostle (<i>Christian</i>)
5	Birthday of Guru Hargobind (<i>Sikh</i>)
7	Islamic New Year (<i>Islam</i>)
9	Martyrdom of the Bab (<i>Bahat</i>)
15	Saint Vladimir the Great Day (<i>Orthodox Christian</i>)
17	Ashura (<i>Islam</i>)
21	Asalha Puja (Dharma day) (<i>Buddhist</i>)
22	Feast of Saint Mary Magdalene (<i>Christian</i>)
23	Birthday of Guru Har Krishan (<i>Sikh</i>)
24	Pioneer Day (<i>Mormon Christian</i>)
25	Saint James the Great's Day (<i>Christian</i>)

Awareness and events

14	International Non-Binary People's Day
18	Nelson Mandela International Day
18 Jul - 17 Aug	South Asian Heritage Month
28	World Hepatitis Day

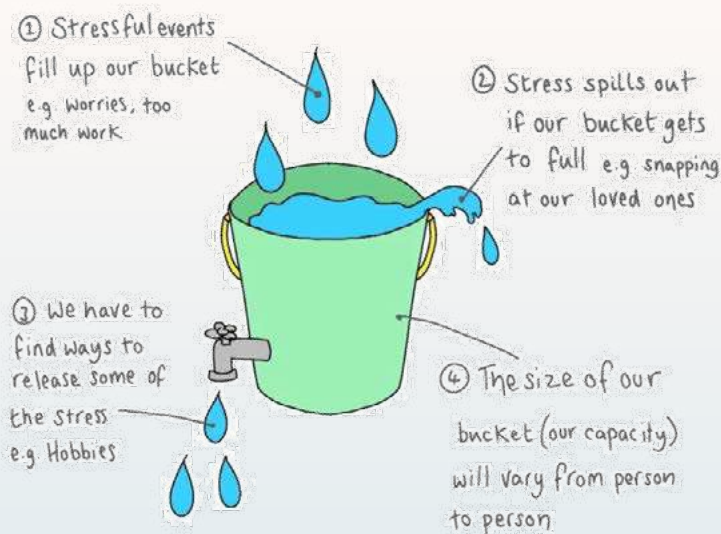
As we enter summer, have a look at the many events in June and July. As part of your British Values of tolerance and respect, find out about these and others to get a wider understanding of British society. You may choose any events.

Hajj is a major pilgrimage for all Muslims, followed by Eid in June. Mormon Christians focus on Pioneer Day on 24 July, and two key events for men take place on 16 June. The summer solstice brings the longest day to us on 20 June.

These are just some events summarised. As critical thinkers, do some research on any of these events so that you can develop your British Values of tolerance, respect and be more mindful of life in modern Britain. The local elections in May will have happened as well, so discuss Democracy and Rule of Law now that local parties are in place.

Global Wellness Day comes on 8 June. Do something for yourself, as you manage your work and studies, even if it's only little. Remember the last newsletter in April and May talked about managing your 'stress bucket' so it doesn't overflow:

Stress Bucket Analogy



Did you know:

Windrush Day is celebrated in the United Kingdom every year on June 22. The day marks the arrival of Afro-Caribbean immigrants to the shores of Britain and honours the British Caribbean community. An estimated half a million people made their way to England after the Second World War. Celebrations and observations show empathy with the hardships that the previous generations of Black Britons endured, and the current generations continue to endure.

Are there any events going ahead in your community? Find out... maybe you would like to attend if you can.

IN THE NEWS

MENTAL HEALTH

IN THE UK

If you go onto any key mental health site in the UK, you will find the same key messages around the state of the nation's mental health.

Some key facts from the [Mental Health Foundation \(MHF\)](#):

1. Mixed anxiety and depression is Britain's most common mental disorder, with 7.8% of people meeting the criteria for diagnosis
2. 4 to 10% of people in England will experience depression in their lifetime
3. Common mental health problems such as depression and anxiety are distributed according to a gradient of economic disadvantage across society. The poorer and more disadvantaged are disproportionately affected by common mental health problems and their adverse consequences
4. Mixed anxiety and depression have been estimated to cause one-fifth of days lost from work in Britain
5. One adult in six had a common mental disorder.

As critical thinkers, do you agree with point 3 and 4? Is mental health getting better or worse? Why do you think this? What is your evidence?

How can we all manage our mental resilience and seek support as needed? Where do you go in Total People to manage your wellbeing?

If you need to talk, you can go to your line manager, Learning Coach or the DSLs noted in the Next Steps section at the end of this newsletter.



BRITISH VALUES

Any of the four sections above should provide you ample opportunities to reflect on the key values of:

- Democracy
- Rule of Law
- Tolerance/Respect
- Liberty and Freedom of speech.

Visit the different sections of this newsletter and see if you can link them to the four values when you reflect and think with your coach, or as part of your work.

For learners and employers wanting to provide extension work around the 'process of radicalisation' one of our Associate Project Manager apprentice learners produced this short report about the dangers of media / online radicalisation. The learner discusses how messages can be coded and disguised and how vulnerable people should be protected in their communities. The learner also highlights how people can move from normalisation to dehumanisation of others if they become radicalised.

Researching and report writing develops many skills, including critical thinking, challenging our biases, reinforcing our own protection on radicalisation and can develop your confidence in producing assignments and reports.

How do people protect themselves in the community to prevent becoming radicalised? What do you, as a learner, do to keep generally safe online and to protect against extremist messages?

For learners wanting to read this report [click here](#).



NEXT STEPS



There are several ways to get help if you have a safeguarding issue:

- Speak to your learning coach, workplace manager or mentor
- Email the Safeguarding team at safeguarding@totalpeople.co.uk
- Complete the online reporting form www.totalpeople.co.uk/about/safeguarding/report-a-concern
- You can also contact a member of the Safeguarding team directly:



Designated Safeguarding Lead:
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Prevent Single Point of Contact
Imtiaz Kala

E: ikala@totalpeople.co.uk



Total People Board

Catherine Hill OBE

Designated Lead for Safeguarding

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.

There is also an independent site called [Together All](http://TogetherAll.org). It is anonymous and offers community-based support. Please note it is important to follow their 'house rules' to keep safe online.

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.