



**SAFEGUARDING
- THE LATEST
UPDATES FOR
LEARNERS,
EMPLOYERS AND
COLLEAGUES
OCTOBER -
NOVEMBER 2024**

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





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WELCOME

Hello and welcome to issue nine 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...as summer slides into autumn, we take a look at the riots that took place in the wake of the tragedy in Southport this summer. Could a little critical thinking have changed what happened?

Stay safe – we'll see you in December!



SUMMER RIOTS ACROSS THE UNITED KINGDOM

As we reflect on the far-right riots that took place, this edition focuses on steps that everyone can take to ensure that what we see, hear and think we know is correct and does not cause us to get into trouble.

This article from the Manchester Evening News provides a good case study:

[Woman arrested for 'sharing inaccurate information about identity of Southport attacker' as police issue warning - Manchester Evening News](#)

The inaccurate piece of information could have been one of many that influenced people to riot. Read the article and see if you agree with what was written. Discuss your thoughts with your Learning Coach / tutor / manager at work.

Here are some steps you can take to check facts and seek out bias:

Fact check

- Cross check the information
- Seek other views
- Look at other reputable websites
- Ask your Learning Coach
- Speak with a manager at your place of work / learning
- Carry out some research – ensuring it is balanced and fair
- Stop and pause before forwarding or replying to 'headline grabbing' information
- Think – am I spreading misinformation or disinformation?
- Ask yourself - do I want to be like the person in the MEN and get arrested?
- Consider - what do my values say about sharing information?

Biases

Confirmation bias is the tendency to search for, interpret, favour, and recall information in a way that confirms or supports what you already think or feel. You may not even be aware that you are doing it.

There are often signs if someone is falling victim to it. Unfortunately, these can be very subtle and difficult to spot, but include:

- Only seeking out information that confirms your beliefs and ignoring or discrediting information that doesn't support them

- Looking for evidence that confirms what you already think is true, rather than considering all of the evidence available
- Relying on stereotypes or personal biases when assessing information
- Selectively remembering information that supports your views while forgetting or discounting information that does not
- Having a strong emotional reaction to information (positive or negative) that confirms your beliefs, while remaining relatively unaffected by information that does not.

Critical thinking

- Do you have confirmation bias?
- Did confirmation bias play any part in your decisions / thoughts over the riots?
- What if the rioters had looked beyond the misinformation?
- What can you do next to ensure you challenge your bias when faced with an issue at work or in the community?

Tips for learners:

Using the example of the riots and misinformation, apply some of the questioning skills identified by Edward de Bono. Practice these in your next piece of learning too.

Learning Coaches can also use these when coaching you.



EDWARD DE BONO'S

6 CRITICAL THINKING HATS



Black hat focuses on caution and critical judgment.

- What are the potential problems?
- What are the risks?

This encourages critical thinking and identifying potential pitfalls.



Blue hat focuses on process control and meta-cognition.

- What is the thinking process?
- What has been learned?
- What is the next step?

This encourages reflection and managing the thinking process itself.



Yellow hat focuses on positivity and optimism.

- What are the benefits?
- What value can be gained?

This encourages positive thinking and looking for opportunities.



White hat focuses on the data and information available.

- What do you know?
- What do you need to know?
- How do you get the information you need?

This encourages objectivity and factual thinking.



Red hat focuses on emotions and feelings.

- What do your gut instincts tell you?
- How do you feel about the situation?

This encourages the acknowledgment of emotions, which is central to Emotional Intelligence.



Green hat focuses on creativity and new ideas.

- What are the possible solutions?
- How can things be done differently?

This encourages innovative thinking and open-mindedness.

HOME OFFICE DATA

The Home Office information below shows the consequences of being charged and some of the sentences. Many rioters lost their careers, jobs and livelihoods when they were sentenced.

Learners should remember that they can share their views and opinions but they should not go against the four British Values, two of which are 'respect and tolerance' and 'individual liberty'. Once someone starts to wish harm or violence to others, they are in danger of breaking the law.

PRISON SENTENCES FOR:

RIOTING

Up to 10 years

VIOLENT DISORDER

Up to 5 years

INCITING RACIAL HATRED

Up to 7 years

CRIMINAL DAMAGE

Up to 10 years



YOUR MISINFORMATION BUSTER: VERIFY BEFORE YOU AMPLIFY

What is misinformation?

Misinformation is false or misleading information spread, regardless of intent, to deceive. It can cause harm by spreading rumours, fake news, and conspiracy theories.

Common signs of misinformation

- Eye-catching or startling headlines
- Absence of trustworthy sources
- Emotional manipulation
- Incorrect grammar and spelling
- Memes - whilst memes can be amusing, some can contribute to spreading misinformation and hate.

The impact of sharing misinformation

Spreading misinformation can harm individuals and communities, create panic, and erode trust in legitimate sources.

How to verify information

- Check the source: is it reliable and well known?
- Cross-check with other credible sources
- Look for evidence: are there facts, data, and references
- Be cautious of confirmation bias - are you believing it just because it aligns with your views?

What to do if you encounter misinformation

- Don't share until verified
- Report it to the platform or government agency publishing it
- Educate others by sharing verified information.

SAFEGUARDING AND MENTAL HEALTH

World Mental Health Day is on 10 October this year. We regularly include advice and resources on mental health in Safeguarding Newsletter, so that you can meet with your Learning Coach, tutor or manager at your place of work to explore ways to improve your mental health.

The prevalence of mental health problems among young people keeps going up and up (MIND website)

- 2017: 1 in 9 young people had a mental health problem
- 2021: 1 in 6 young people had a mental health problem
- 2023: 1 in 5 young people had a mental health problem

This year the focus of World Mental Health Day is:

“It is time to prioritize mental health in the workplace”

[World Mental Health Day 2024 - Mental Health UK \(mentalhealth-uk.org\)](https://www.mentalhealth-uk.org/)

Make it a task to explore what provision there is at your place of work. Are there any gaps? Is there anything you can suggest they provide? At Total People we have a range of ways we try to prioritise our staff such as:

- Mental Health First Aiders
- Training for staff
- Signposting for support
- Staff meetings with managers
- HR support
- Annual leave
- Birthday leave
- Policies around eye tests and other health support
- Maternity and paternity leave
- Christmas closure
- Zero tolerance of any kind of harassment of staff
- Safeguarding systems to report – for learners and staff
- Detailed Total People safeguarding site.

Time for Reflection:

- What are your strategies to build your personal mental wellbeing?
- What works? Do you need to do anything else?
- Have you reached out to your Learning Coach, your employer / HR, family or friends?

INCLUSION ALL AROUND

FOCUS ON KEY EVENTS IN OCTOBER

October is Breast Cancer Awareness Month, Downs Syndrome Awareness Month, Black History Month, Lupus Awareness Month, World Menopause Month and Global Diversity Awareness Month.

Religious/cultural

2	Feast of the Guardian Angels (<i>Catholic Christian</i>)
3	Sharada Navaratri begins (<i>Hindu</i>)
3-4	Rosh Hashanah * (<i>Judaism</i>)
4	Feast of St Francis of Assisi (<i>Christian</i>)
6	Fast of Gedaliah (<i>Judaism</i>)
6	Feast of Saint Lawrence (<i>Christian</i>)
9	Birthday of Guru Ram Das (<i>Sikh</i>)
12	Yom Kippur (<i>Judaism</i>)
12	Dussehra (<i>Hindu</i>)
17-23	Sukkot (<i>Judaism</i>)
18	Feast of Saint Luke (<i>Christian</i>)
20	Birthday of the Guru Granth (<i>Sikh</i>)
24	Shemini Atzeret (<i>Judaism</i>)
25	Simchat Torah (<i>Judaism</i>)
28	Feast of Saints Simon and Jude (<i>Christian</i>)
31	All Hallows' Eve (<i>Christian</i>)
31	Reformation Day (<i>Protestant</i>)

Awareness and events

1	Anniversary of the introduction of the Equality Act
1	International Day of Older Persons
5	World Teachers' Day
6	World Cerebral Palsy Day
10	World Mental Health Day
10	World Sight Day
11	International Day of the Girl
11	National Coming Out Day
15	International Day of Rural Women
16	International Pronouns Day
17	International Day for the Eradication of Poverty
18	Anti-Slavery Day
18	World Menopause Day
18	Show Racism the Red Card's Wear Red Day
26	Intersex Awareness Day
29	World Stroke Day

INCLUSION ALL AROUND

FOCUS ON KEY EVENTS IN NOVEMBER

November is Lung Cancer Awareness Month, Pancreatic Cancer Awareness Month, Mouth Cancer Action Month, Chronic Obstructive Pulmonary Disease Awareness Month, Movember Men's Health Awareness Month and the start of Disability History Month.

Religious/cultural

1	Diwali (<i>Hindu, Sikh and Jain</i>)
1	Bandi Chhor Divas (<i>Sikh</i>)
1	Feast of all the Saints (<i>Christian</i>)
1	Samhain (<i>Wicca and Pagan</i>)
2	All Souls' Day (<i>Christian</i>)
2	Coronation of Emperor Haile Selassie I (<i>Rastafari</i>)
3	Birth of the Bab (<i>Bahai</i>)
4	Birth of Baha'u'llah (<i>Bahai</i>)
7	Chhath Puja (<i>Hindu</i>)
9	Feast of the Dedication of the Archbasilica (<i>Catholic Christian</i>)
15	Birthday of Guru Nanak Dev (<i>Sikh</i>)
15	Nativity fast begins (<i>Orthodox Christian</i>)
21	Presentation of the Theotokos (<i>Orthodox Christian</i>)
24	Martyrdom of Guru Tegh Bahadur (<i>Sikh</i>)
24	Feast of Christ the King (<i>Christian</i>)
25	Day of the Covenant (<i>Bahai</i>)
27	Ascension of Abdu'l-Bahá (<i>Bahai</i>)
30	Saint Andrew's Day (<i>Christian</i>)

Awareness and events

8	Intersex Day of Solidarity
10	Remembrance Sunday
10-17	UK Inter Faith Week
11	Armistice Day
13	World Kindness Day
13-19	Transgender Awareness Week
14	World Diabetes Day
14 Nov - 13 Dec	Disability History Month
16	International Day for Tolerance
19	International Men's Day
20	World Children's Day
20	Transgender Day of Remembrance
25	International Day for the Elimination of Violence Against Women



Keeping learners safe in education (including apprenticeships)

The Equality Act 2010 applies to all of us in education and in our places of work. Bee, our Professional Services Coach, tasked her learners with carrying out some work on the 'nine protected characteristics' and we can see the work they produced below.

Following the Equality Act helps all of us to keep safe and ensures we treat people with respect and foster good relations with people that are different to us.

Spotlight: the nine protected characteristics

CS, one of our professional services apprentices, produced this leaflet for their place of work. It explains The Equality Act 2010, the nine protected characteristics and different types of discrimination. Click the image to find out more.



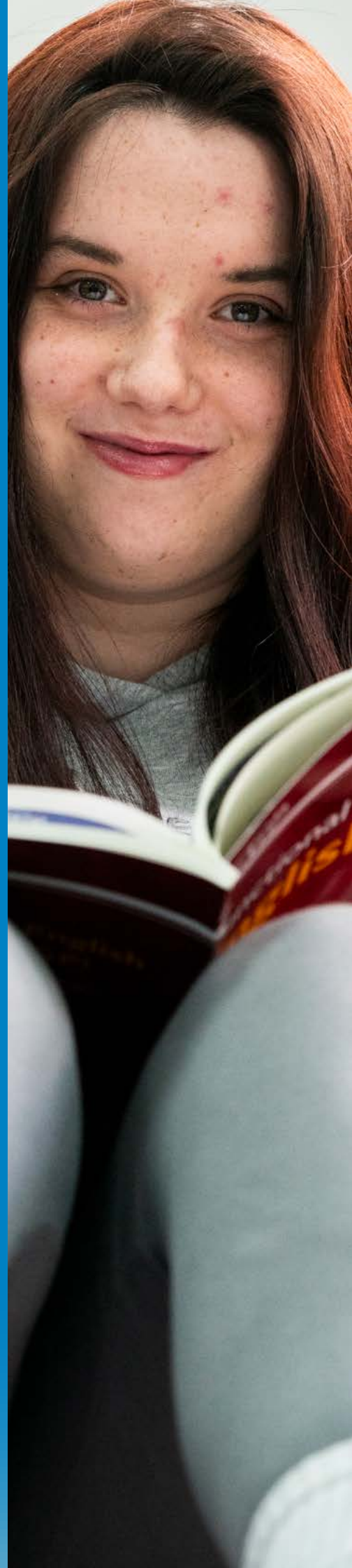
Learners and tutors should also familiarize themselves with the Public Sector Equality Duty.

[Public Sector Equality Duty: guidance for public authorities](#)

GOV.UK

[What's the public sector equality duty?](#)

Citizens Advice





Armistice Day

On 11 November we reflect on Armistice Day. Using critical thinking, have a discussion with family, friends, your co-workers, or your Learning Coach / tutor. This can be a great piece of work to do in class or as part of progress reviews:

Do you know the purpose of the day?

'At the eleventh hour on the eleventh day of the eleventh month – we will remember them'

Do you have family members that lived through WW1 and WW2?

Applying the What, Why, What If and So What questioning skills, reflect on the purpose of Armistice Day. We explored 'critical thinking' in the last newsletter.

What if the fighting continued and armistice did not occur in 1918?

How does this event link to British Values of:

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





All of the sections above should provide you with ample opportunities to reflect on the key British Values of:

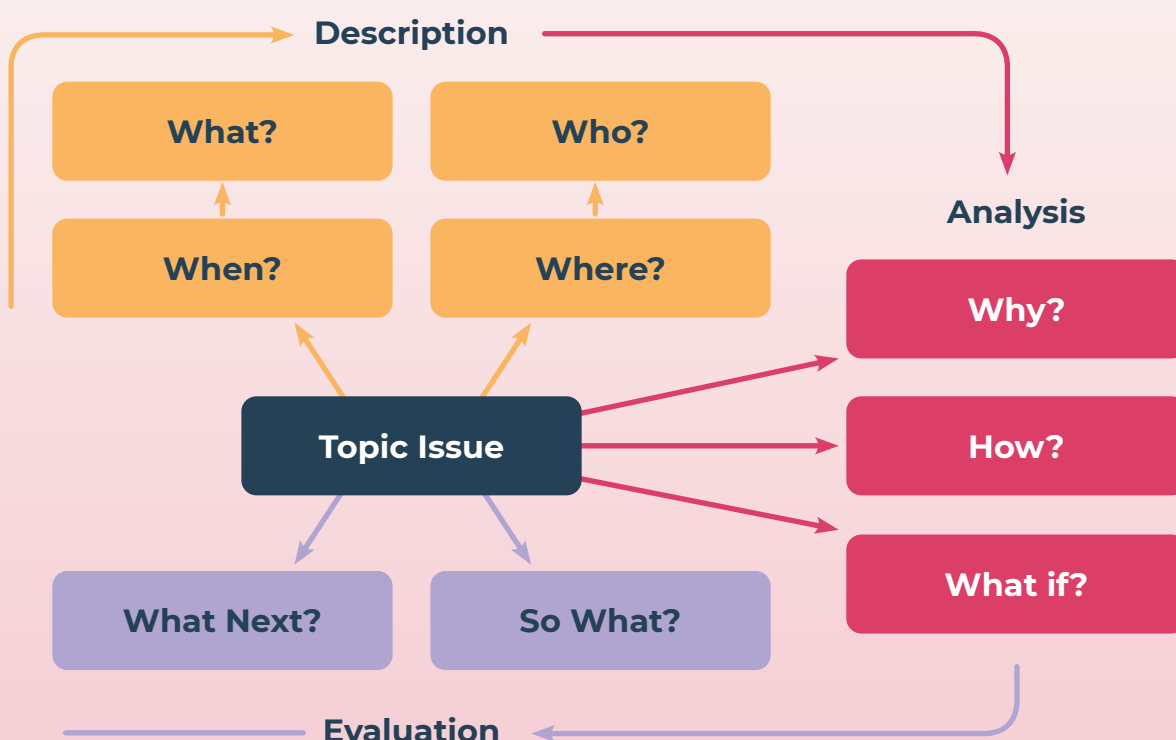
- Democracy
- Rule of law
- Individual liberty
- Mutual respect and tolerance for those with different faiths and beliefs.

Revisit sections of this newsletter and see if you can link them to the four British Values when you reflect with your Learning Coach, or as you do your work.

Researching and report-writing develops many skills, from critical thinking, challenging our biases, reinforcing our own protection against radicalisation and, of course, developing your confidence in producing assignments and reports.

Time for Reflection:

- How do these values relate to your own personal or family values?
- Are they the same?
- Do you have other values and, if so, what are they?
- Discuss this with your Learning Coach using examples where possible.



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:
Imtiaz Kala
Tel: 07971 659 802
E: ikala@totalpeople.co.uk



Teaching and Learning Manager /
Organisational Lead for Safeguarding:
Sophie Hayes
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E: shayes@totalpeople.co.uk



Deputy Designated Safeguarding
Lead: Simone Healey
Tel: 07971 659 832
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Prevent Single Point of Contact
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Lead: Leanne Shaw
Tel: 07966 515 814
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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](#). 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.