



**SAFEGUARDING
- THE LATEST
UPDATES FOR
LEARNERS,
EMPLOYERS AND
COLLEAGUES
FEBRUARY -
MARCH 2025**

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





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WELCOME

Hello and welcome to issue 11 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 issue we discuss the results of our SEND review (with our thanks to Oldham College for their assistance), take a deeper look into The Deal and explore how we can support learners with Adverse Childhood Experiences.



SEND REVIEW

Last year Total People welcomed colleagues from Oldham College to review our SEND provision for our learners and staff. The reviewers spent two days looking at our systems and were impressed by our passion to be inclusive.

Some quotes from the feedback we received:

“It was evident that the staff were dedicated to prioritising learners with additional needs and fostering an inclusive environment.”

“The students we spoke with shared high praise for the staff they work with, highlighting the inclusivity and supportiveness of their job coaches.”

“All the staff we spoke with demonstrated a strong understanding of the needs within their group.”

Whilst we are pleased with this extremely positive feedback, we still aim for continuous improvement. For 2025 we are going to:

- Monitor and review our EHCP targets, outcomes and expectations for learners
- Reinforce the shared responsibility that ‘SEND is everyone’s business’, as we do for safeguarding
- Reflect on our initial assessment processes for learners
- Formalise our inclusive CPD offer to staff.

If you would like any additional support or information on ways Total People can support learners with learning difficulties and / or disabilities, then please speak to your Learning Coach.





SAFEGUARDING THE DEAL

At Total People we have high expectations of our colleagues.

Learners and employers should expect a high level of support from Total People: you should expect us to be committed, professional, and respectful, with high ambitions for our learners

Our aim is to work together with learners, employers and where appropriate parents / carers to achieve their goals and ambitions.

At Total People we also have these expectations of all our learners.

We expect all our learners to enter into 'The Deal' with us. Having clear expectations helps to ensure the safety and wellbeing of everyone.

- **Listen** to others' opinions
- **Interact** and communicate with kindness
- **Be** honest and trustworthy
- **Be** inclusive and welcoming of others



RESPECTFUL

- **Work** together / support peers and work colleagues
- **Share** ideas
- **Consider** the needs of others

- **Be** the best you can be
- **Focus** on your future
- **Achieve** your goals and ambitions



AMBITIOUS



COLLABORATIVE



COMMITTED

- **Be** dedicated
- **Have** great attendance at training and work
- **Set** deadlines you can achieve
- **Be** active in your learning



PROACTIVE

- **Seek** out opportunities
- **Solve** problems
- **Plan** ahead



TOTAL PEOPLE
LEADERS IN LEARNING®

The Deal



PROFESSIONAL

- **Have** a positive attitude towards work and training
- **Dress** appropriately and wear any required PPE
- **Meet** agreed targets
- **Use** positive and professional communication

SAFEGUARDING THE DEAL

Task:

Learners should think about these six areas and complete an example of how these can safeguard and protect them when learning and in the workplace.

Think about examples of racism, sexism, sexual violence, discrimination against disabled, aged, LGBTQ learners, or those people who follow a faith.

Give an example linked to the above and state how working to The Deal can safeguard you and the colleagues you work or study with:

Respectful:

(for example, "Respectful behaviour encourages positive relationships.")

Collaborative:

Proactive:

Professional:

Committed:

Ambitious:

KEEPING LEARNERS SAFE IN EDUCATION (INC. APPRENTICESHIPS)

In December, Total People held a series of short CPD sessions for all staff on the concept of Trauma Informed Practice. This was part of our offer to give staff the opportunity to reflect on learners and then understand how past or current 'trauma' can affect someone's learning.

This session proved to be very useful for staff to reflect on how Adverse Childhood Experiences (ACEs) and workplace experiences can affect learners and staff in their learning and work journeys, as we discussed the many types of trauma and adverse experiences. We also looked at the impact of trauma and some strategies to put in place for learners.

How common are aces?

Around half of all adults

living in England have experience at least one form of adversity in their childhood or adolescence

Of all children and young people:

 **52%**
experienced 0 ACEs

 **23%**
experienced 1 ACEs

 **16%**
experienced 2-3 ACEs

 **9%**
experienced 4 ACEs





There are many types of adverse childhood experiences that have or can cause trauma to anyone who has experienced them. These can include:

- Homelessness
- Poverty
- Bereavement
- Housing
- Neglect
- War
- Fleeing violence
- Harassment/bullying/victimisation over long or short periods
- Domestic violence
- Mental health.

If you or anyone you know has suffered from ACEs, don't worry, there are many ways to reach out. Come and speak to your:

- Employer welfare person
- Your Learning Coach
- Family or friends that you may call a 'Trusted Adult'
- Imtiaz Kala – The Total People DSL (ikala@totalpeople.co.uk)
- Our Safeguard reporting tab on the Website or your learning portal – OneFile.

If you still require support, here are some internet-based services that can help you:

- [Treatment for trauma - Mind](#)
- [Coping with traumatic experiences: Keeping Well](#)
- [Programmes | Mental Health Foundation](#)

There are also many local services that you can access: for details of those visit your GP or mental health services. You can also visit the NHS website: [NHS website for England - NHS](#)

It is important to get the ball rolling by talking about these concerns; only then can services be offered as needed – remember, you are not alone.

INCLUSION ALL AROUND

FOCUS ON KEY EVENTS

IN FEBRUARY

February is UK National Heart Month, LGBT History Month and Raynaud's Awareness Month.

Religious/cultural

2	Imbolic*/Candlemas (<i>Wicca and Pagan</i>)
3	Vasant Panchami ** (<i>Hindu, Sikh and Jain</i>)
3-4	Zacchaeus Sunday (<i>Orthodox Christian</i>)
4	Setsubun-sai (<i>Shinto</i>)
6	Triodion begins (<i>Orthodox Christian</i>)
6	Guru Harrai Jayanti (<i>Sikh</i>)
9	Thaipusam ** (<i>Hindu</i>)
12	Magha Puja ** (<i>Buddhist</i>)
12	Tu BiShvat * (<i>Judaism</i>)
17-23	Valentine's Day (<i>Christian</i>)
18	Lailat al Bara'ah (<i>Islam</i>)
20	Nirvana Day (<i>Buddhist</i>)
24	Sunday of the Prodigal Son (<i>Orthodox Christian</i>)
25	Feast of the Chair of Saint Peter (<i>Orthodox Christian</i>)
28	Saturday of Souls (<i>Orthodox Christian</i>)
31	Meatfare Sunday (<i>Orthodox Christian</i>)
31	Intercalary days * (<i>Baha'i</i>)
31	Maha Shivratri (<i>Hindu</i>)
31	Losar begins (<i>Buddhist</i>)

Awareness and events

1	World hijab day
1-7	World interfaith harmony week
3-9	UK race equality week
3-9	Children's mental health week
4	World cancer day
6	Time to talk day
6	International day of zero tolerance to female genital mutilation
11	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
21	International mother language day

INCLUSION ALL AROUND

FOCUS ON KEY EVENTS

IN FEBRUARY

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>)
1	Saturday of souls (<i>Orthodox Christian</i>)
1	Ramadan * begins (<i>Islam</i>)
2	Cheesefare Sunday (<i>Orthodox Christian</i>)
3	Great Lent begins (<i>Orthodox Christian</i>)
3	Shrove Monday (<i>Christian</i>)
4	Shrove Tuesday (<i>Christian</i>)
5	Ash Wednesday (<i>Christian</i>)
8	Saturday of souls (<i>Orthodox Christian</i>)
9	Feast of Orthodoxy (<i>Orthodox Christian</i>)
13	Holika Dahan (<i>Hindu</i>)
14	Nanakshahi (new year) (<i>Sikh</i>)
14	Purim * (<i>Judaism</i>)
14-16	Hola Mohalla (<i>Sikh</i>)
15	Holi * (<i>Hindu</i>)
17	St Patrick's day (<i>Christian</i>)
19	Feast of saint Jospheh (<i>Christian</i>)
20	Ostara (<i>Wicca and Pagan</i>)
20	Nowruz (new year) (<i>Persian and Zoroastrian</i>)
20	Naw-Ruz (<i>Baha'i</i>)
25	Annunciation to the Theotokos (<i>Orthodox Christian</i>)
25	Annunciation of virgin Mary (<i>Christian</i>)

Awareness and events

1	Zero discrimination day
1	Self-injury awareness day (SIAD)
1	International wheelchair day
3	World hearing day
5-7	TUC's women's conference
8	International women's day
17-23	Neurodiversity celebration week
20	Spring equinox
20	International day of happiness
21	International day for the elimination of racial discrimination
21	World down syndrome day
24	World tuberculosis (TB) day
25	International day of remembrance of the victims of slavery and the transatlantic slave trade
30	Mother's day
30	World bipolar day
31	International trans day of visibility
31 Mar - 6 Apr	World autism acceptance week



Have a look at the many events in February and March. As part of your British Values of tolerance and respect find out about these and others to broaden your understanding of others. There are many religious and cultural events in these months, how much do you know about some of them?

The 1st February is World Hijab Day and on 8th March it is International Women's Day. Hold a discussion with work colleagues, family, friends, or your Learning Coach / tutor based on the ideas in the box below. This can be a great piece of work to do in class or as part of progress reviews. It's a great example of British Values.

The December 2024 newsletter discussed sexual harassment at work. Focus on how we can be allies and challenge all types of harassment and victimisation, be it against women or other people of faith, race, ethnicity, and others.

Time for reflection:

World Hijab Day

What prejudice do women face when wearing the hijab? Is it oppression or their choice to practice their faith? Do you know any women that wear the hijab? Why not sit down with them and reflect on their life experiences of wearing the hijab...you may be surprised to learn you have more in common than you think...

International Women's Day

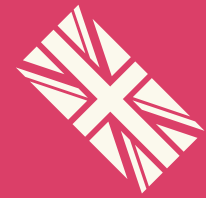
International Women's Day aims to promote equality for women in all spheres of life.

- [International Women's Day 2025](#)

Visit this site and take a look at the events focusing on accelerating action. What is your place of work like for women? Does your employer promote an inclusive workplace? What can you or your employer do to promote 8th March...

How does these events link to British Values of:

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



The content in the sections above should provide you with ample opportunities to reflect on the key British Values:

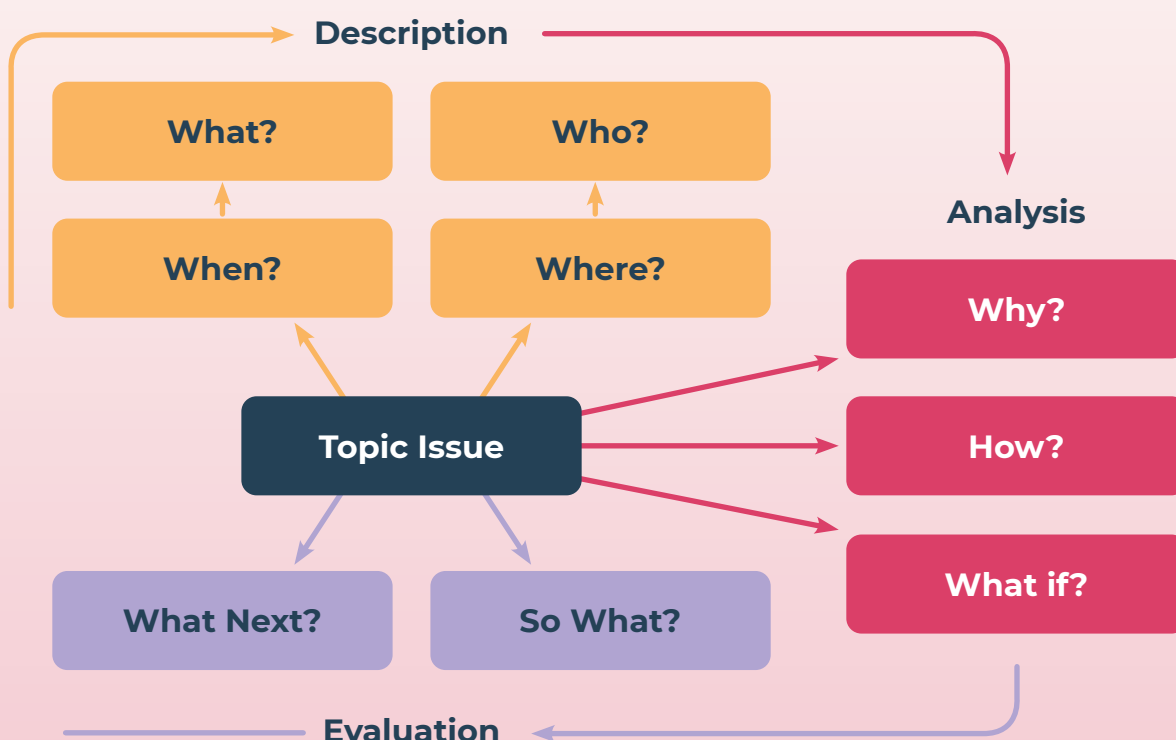
As you read each section of this newsletter, see if you can link the themes to the four values when you reflect and think with your Learning Coach, or as part of your work.

Researching and report writing develops many skills, from critical thinking, challenging our biases, reinforcing our own protection against radicalisation and, of course, can develop 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.

Critical Thinking Diagram



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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Deputy Designated Safeguarding
Lead: Simone Healey
Tel: 07971 659 832
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Deputy Designated Safeguarding
Lead: Leanne Shaw
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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.