



**SAFEGUARDING
- THE LATEST
UPDATES FOR
LEARNERS,
EMPLOYERS AND
COLLEAGUES
APRIL - MAY 2025**

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





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WELCOME

Hello and welcome to issue 12 of our safeguarding newsletter.

Published every two months, this newsletter is written for our learners, their employers, and Total People colleagues. Each issue contains updates, information and resources crucial to ensuring the safety of our learners.

It's now been two years since the first issue of Safeguarding and we hope that you have found our newsletters to be practically useful and thought-provoking. If you ever have ideas for content that you would like to see, please get in touch at communications@totalpeople.co.uk

Issue 12 might be our busiest yet, looking at the importance of policies, BILs, talking therapies, consent, the deaf community, tradwives and energy!

Stay safe and we'll see you in June!



POLICIES AND PROCEDURES: ESSENTIAL?

Everywhere that you work or study will have a list of policies and procedures that you and your peers will need to follow; normally these are introduced to you during your induction.

But why do we need them? There are many good reasons:

1. **Regulatory Requirements:** Policies help businesses meet compliance standards and legislation.
2. **Employee Accountability:** They guide employee behaviour and hold them accountable with expectations.
3. **Identify Anomalies:** Policies help identify moving away from expected behaviour.
4. **Build a Stronger Culture:** They communicate an organisation's values and philosophy and advice for staff and learners.
5. **Consistency and Risk Reduction:** Policies promote consistency and reduce liability.

Can you think of any other reasons?

Below is a summary of our four key safeguarding policies. All Total People colleagues, learners and employers need to be aware of these and where to access them.

[Child Safeguarding Policies & Information](#) (available from the Total People website)

Safeguarding and Child Protection Policy

A detailed procedure highlighting the key definitions of safeguarding, what to do and where to go if anyone has a safeguarding concern.

It also contains (amongst other things):

- Do's and Don'ts checklists
- H&S management
- Criminal convictions and disclosures advice.

Legislation dictates this policy.

Prevent Policy

A detailed policy that reminds all learners, staff and employers of our duties under the Counter Terrorism ACT and being aware of:

- Extremism – learners should know this definition
- Radicalisation
- British Values.

It reminds all about the Total People values of **Aspiration, Respect and Collaboration.**

Legislation dictates this policy.

EDI Policy

Reminds staff, learners and employers of the duties under the Equality Act and the need to support the needs of the 9 Protected Characteristics to prevent:

- Harassment
- Victimisation
- Discrimination.

Legislation dictates this policy.



Reflective learning /critical thinking

Why else are policies important in the learning and work environment?

What if legislation in safeguarding, extremism, learning needs were not in place? What might be some of the possible consequences?

What's next for you to explore around safeguarding, EDI, Prevent, and learning needs? Do you need to research these policies for your own learning needs?

Do you have any ideas to improve these policies?



KEEPING LEARNERS SAFE IN EDUCATION – BREAKS IN LEARNING (BIL)

Total People understands that apprentices have lives and pressures that may affect their learning journey. We are here to help them through this with all our policies, procedures and support, and remind apprentices that they can go on 'breaks in learning' (BIL) so that they can pause their studies without their place on programme being withdrawn.

Here is the full process for BIL:

- The Learning Coach meets with their manager and explains why the learner is going on a BIL and agree that this is the best course of action to retain the learner.
- Learning Coach agrees with the learner the expected return to learning date.
- Learning Coach and learner agree the 'Keep in touch' points and the best way to do this i.e. email, phone or text. This contact should be monthly unless agreed otherwise.
- The Learning Coach completes the 'Break in Learning' form. Where applicable, the employer must also sign this document.
- Keep in touch calls should be recorded in OneFile within the Journal under BIL – Keep in touch.
- All learners have an entitlement to be on a BIL up to 18 months from date of the break.
- If the learner decides not to return to learning after their length of entitlement, the Learning Coach informs their manager of this and submits an updated leaver form.

Whilst a learner is on BIL the regular keep in touch points may allow the opportunity for signposting, advice and guidance to be offered by the coach; this may speed up the return date.

It must be noted that the vast majority of learners continue on their apprenticeship when they have issues in work or at home through support from Total People, their employer or support networks in their family/community.

MENTAL HEALTH AND WELLBEING

Spotlight for learners:

Talking Therapies in Cheshire:

On Tuesday 4 February, Total People welcomed colleagues from the Cheshire 'Talking Therapies' service. Krystian and Hannah met 12 of our study programme learners to talk about the service and how learners can access this invaluable offer to support their mental wellbeing.



In the session, learners were made aware of a number of self-help services that are available, given tips on calming techniques, and had a Q&A session on the types of support they could receive.

At the end Krystian and Hannah made time available for some 1-2-1 session for those learners that wanted them. We hope to continue these links with them as mental health champions in the community.

Exam Stress

As we enter the exam period and revising in April and May, learners are encouraged to seek advice and support around the stresses of exams and revising. Please do reach out to your Learning Coaches, tutors, workplace manager, and use the mental health links in this section.

GENERAL MENTAL HEALTH RESOURCES / WEBSITES

CALM



<https://care.thecalmzone.net>

MIND



www.mind.org.uk

Treatment for trauma - Mind

KEEPING WELL



<https://www.keepingwellnwl.nhs.uk>

Coping with traumatic experiences: Keeping Well

MENTAL HEALTH FOUNDATION



www.mentalhealth.org.uk

Programmes | Mental Health Foundation

Consent

In other news, Jacqui our tutor in Crewe and Northwich, did some work with learners on consent. Follow this link to view videos that explain why we need to ensure we understand consent:

<https://www.cheshire.police.uk/news/cheshire/news/articles/2024/9/interview-opportunity-cheshire-police-campaign-encourages-young-people-to-talk-about-consent>

Learning coaches may follow this up in progress reviews and other tasks so that learners can be fully confident around their rights (and the rights of others).



Your Mind Matters

Youth Fed is a charity that has helped improve the lives of young people for over 70 years.

Thanks to long term funding from The National Lottery Community Fund we have been able to expand our existing services supporting the mental health and wellbeing of Children and Young People through our Your Mind Matters team.

Who is this for?

Any young person aged between 8-25 in Cheshire experiencing mild to moderate mental ill health such as anxiety and depression.

What can we do?

Sessions focus on early interventions to support mental health and wellbeing. This can be one to one or in groups. Our approach will build confidence, knowledge and resilience, focusing on individual strengths.

We will also deliver awareness sessions for schools and groups to open up conversations about young people's mental health.



How can I access this?

E-mail: YourMindMatters@YouthFed.org
and request a referral form

or scan here



We are NOT a crisis service!

If you, or someone you know needs immediate support, you can:

- Dial 999
- CWP NHS helpline: 0800 145 6485
- Samaritans: 24/7 text 116123
- Download the 'Stay alive' app
- SHOUT: 85258 24/7 text message support

We get in touch within
3 - 5 working days

You are allocated a youth
mental health worker

A support plan
is offered

Youth Fed works with, and refers to, other programmes and community partners who can offer complementary or alternative support (with your permission).



COMMUNITY
FUND



youthfed

Registered charity 1143231

INCLUSION ALL AROUND

FOCUS ON KEY EVENTS IN APRIL

April is Autism Awareness Month, Stress Awareness Month, Bowel Cancer Awareness Month and Parkinson's Awareness Month.

Religious/cultural

4	Navpad Oli begins <i>Jain</i>
6	Rama Navami <i>Hindu</i>
10	Mahavir Janma Kalyanak <i>Jain</i>
12	Hanuman Jayanti <i>Hindu</i>
12	Lazarus Saturday <i>Orthodox Christian</i>
13	Songkran (Thai new year) <i>Buddhist</i>
13	Palm Sunday <i>Orthodox Christian</i>
13-15	Theravada new year** <i>Buddhist</i>
13-20	Passover* <i>Judaism</i>
14	Puthandu <i>Hindu</i>
14	Vaisakhi <i>Hindu and Sikh</i>
17	Maundy Thursday <i>Christian</i>
18	Holy Friday <i>Orthodox Christian</i>
18	Guru Tegh Bahadur Jayanti <i>Sikh</i>
18	Good Friday <i>Christian</i>
20	Easter Sunday <i>Christian</i>
20	Pascha (Easter) <i>Orthodox Christian</i>
20	First day of Ridvan* <i>Bahai</i>
20	Guru Arjun Dev Jayanti <i>Sikh</i>
21	Easter Monday <i>Christian</i>
21	Groundation day <i>Rastafari</i>
23	Saint George's day <i>Christian</i>
24	Yom HaShoah • <i>Judaism</i>
25	Feast of Saint Mark the Evangelist <i>Catholic Christian</i>
28	Ninth day of Ridvan* <i>Bahai</i>
28	Guru Angad Dev Jayanti <i>Sikh</i>

Religious/cultural

30	Saint James the Great's Day <i>Orthodox Christian</i>
30	Akshaya Tritiya <i>Hindu and Jain</i>
30	Yom HaZikaron* <i>Judaism</i>

Awareness and events

1	Fools' Day
2	World Autism Awareness Day
6	International Asexuality Day
7	World Health Day
8	International Romani day
11-13	TUC's Black Workers' Conference
22	Earth Day
25	World Malaria Day
26	Lesbian Visibility Day
28	World Day for Health and Safety at Work

INCLUSION ALL AROUND

FOCUS ON KEY EVENTS IN MAY

May is stroke awareness month and UK national walking month.

Religious/cultural

1	Beltane* <i>Wicca and Pagan</i>
1	Yom Ha'Atzmaut* <i>Judaism</i>
1	Twelfth day of Ridvan* <i>Bahai</i>
3	Feast of Saints Philip and James <i>Catholic Christian</i>
11	Guru Amar Das Jayanti <i>Sikh</i>
12	Vesak <i>Buddhist</i>
14	Feast of Saint Matthias <i>Catholic Christian</i>
16	Lag BaOmer* <i>Judaism</i>
23	Declaration of the Báb* <i>Baha'i</i>
26	Yom Yerushalayim* <i>Judaism</i>
28	Ascension of Baha'u'llah* <i>Bahai</i>
29	Feast of the Ascension <i>Orthodox Christian</i>
31	Visitation of the Blessed Virgin Mary <i>Catholic Christian</i>

Awareness and events

4	International Family Equality Day
5-11	Deaf Awareness Week
8	World Red Cross And Red Crescent Day
12-18	Coeliac Uk Awareness Week
12-18	Mental Health Awareness Week
14	National Day For Staff Networks
15	International Day Of Families
15	Global Accessibility Awareness Day
17	International Day Against Homophobia, Transphobia And Biphobia
20-21	Tuc's Disabled Workers' Conference
21	World Day For Cultural Diversity For Dialogue And Development
22	International Day For Biological Diversity
24	Pansexual Visibility Day

Have a look at the many events in April and May, it's a packed two months! As part of your British Values of tolerance and respect, find out about some of these to broaden your understanding.

Autism and Deafness days are featured in April and May. As inclusive learners what level of knowledge do you have about autism and deafness? You may have colleagues at work who may have autism or deafness. Get to know them, ask how their lives may be impacted in both good and different ways with their situation.

Fast facts about the Deaf community – British Deaf Association - BDA

The BDA quotes that:

1. It is estimated that there are about 9 million people in the UK who are Deaf or hard of hearing – that's a large number.
2. Deafness is the third most common disability in the world but you probably wouldn't spot a Deaf person in a crowd.

Talking points:

In America many EDI initiatives are being withdrawn now the new Government is in place.

Do we need EDI initiatives for those that need help or should we get rid of EDI completely?

- What do you think about British Values? Should we get rid of these too?
- Think about the Protected Characteristics related to age, disability, religion, pregnancy etc. Should we in the UK withdraw? Apply the critical thinking questions below and feedback to your coach.
- Remember: in the UK our legal duty still means we must adhere to the Protected Characteristics and the British Values





REFLECTIVE THINKING ON INCLUSION

The trend of the #TradWife – traditional or outdated?

A 'TradWife' (short for traditional wife) outlines a woman who takes traditional or ultra-traditional gender roles in partnership or marriage, including adopting beliefs such as 'a woman's place is in the home', having children and being compliant to their husband's instruction and will.

The trend of tradwife media has swept across social media across the last year with key influencers in this field amassing huge numbers of followers. The growing numbers of GenZ women conforming to the role of a 'TradWife' has raised some concerns and controversy that this is taking a step back for women's liberation.

"For some, it represents a return to traditional values and a way of life that they see as fulfilling and meaningful. On the other hand, detractors view it as an attempt to restrict women's rights and limit their potential." Meg Tibayan, parenting expert, home educator, and co-founder of Bright Sprouts.





What is your view on the role of the mother/wife at home? Using the critical thinking questions below, discuss this with your Learning Coach at your reviews and link this into factors that could be important to you; this may be parenting styles, finance, roles and responsibilities, your culture, faith, equality, or your own experiences growing up...

How do these link to British Values of:

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

(Topic taken from an external safeguarding bulletin received January 2025).





CRITICAL THINKING AND ENERGY

Use the critical thinking questions to generate ideas and plans to move and stay within the green 'performance zone'.

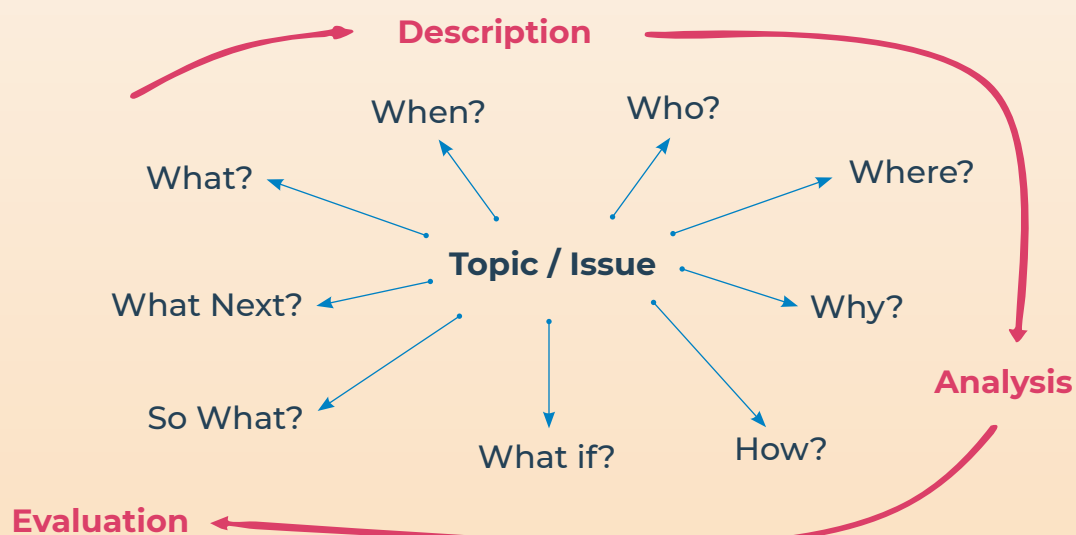
Brankica, one of our Learning Coaches, uses this model and questions to keep her apprentices motivated and on track. It really is a useful visual diagram to support staff, learners and apprentices, try it...

MANAGING OUR ENERGY

High Energy	Fearful	Defensive	Confident	Connected
	Angry	Irritable	Hopeful	Joyful
	Resentful	Anxiety	Challenged	Invigorated
Low Energy	Burnt-out	Despair	Serene	Serene
	Deafed	Exhaustion	Mellow	Mellow
	Hopeless	Depression	Chilled	Chilled
Negative Energy			Positive Energy	

Reference: *The Energy Project*: Tony Schwartz

MODEL TO GENERATE CRITICAL THINKING





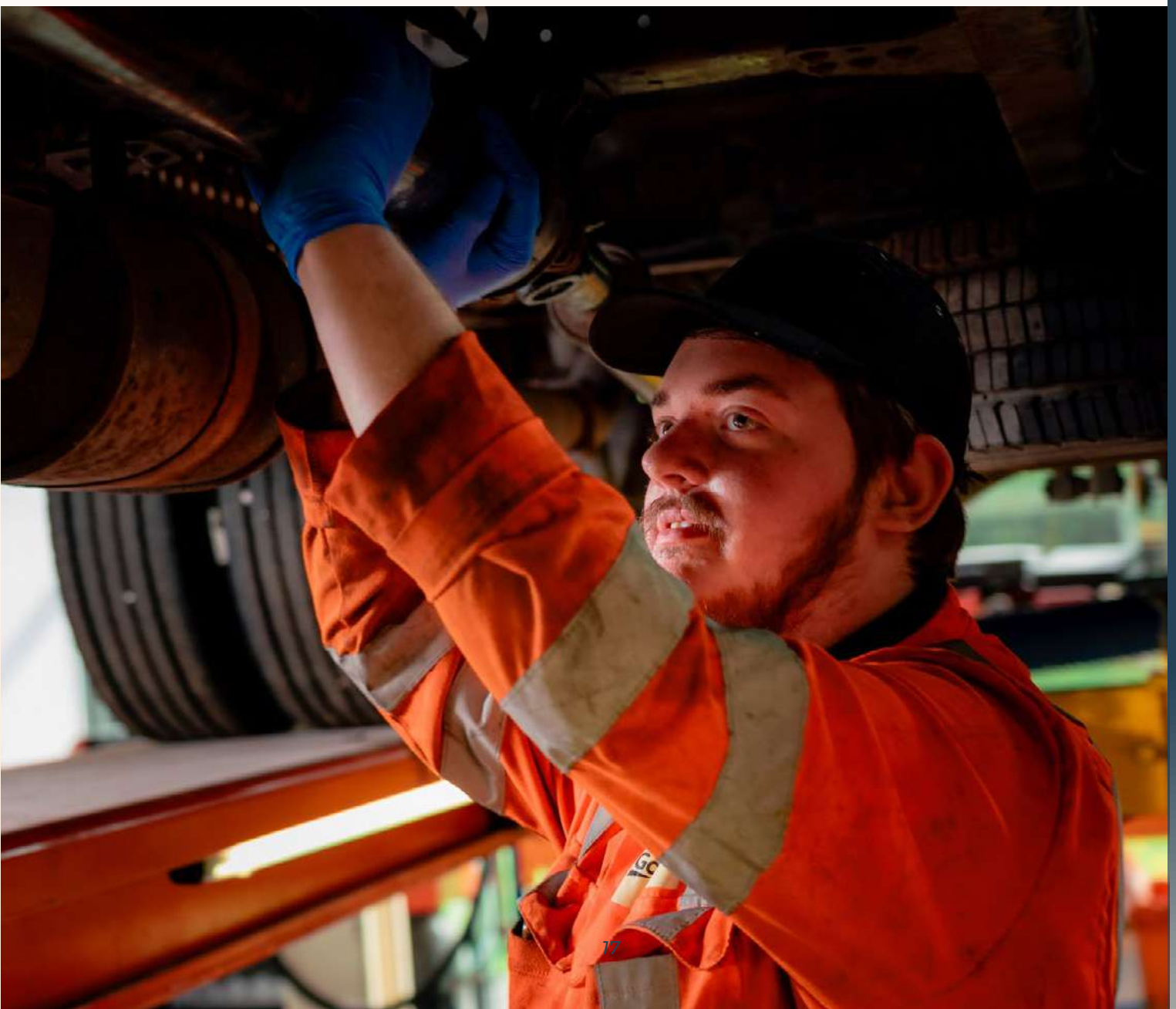
All the sections above should provide you ample opportunities to reflect on the key British Values.

Revisit sections of this newsletter and see if you can link them to the 4 values when you reflect and think with your Learning Coach or as you work.

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

Time for Reflection:

How do these values relate to your own personal or family values?



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
Tel: 07971 659 832
E: shayes@totalpeople.co.uk



Deputy Designated Safeguarding
Lead: Simone Healey
Tel: 07971 659 832
E: shealey@totalpeople.co.uk



Prevent Single Point of Contact
Imtiaz Kala
E: ikala@totalpeople.co.uk



Deputy Designated Safeguarding
Lead: Leanne Shaw
Tel: 07966 515 814
E: LShaw@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.