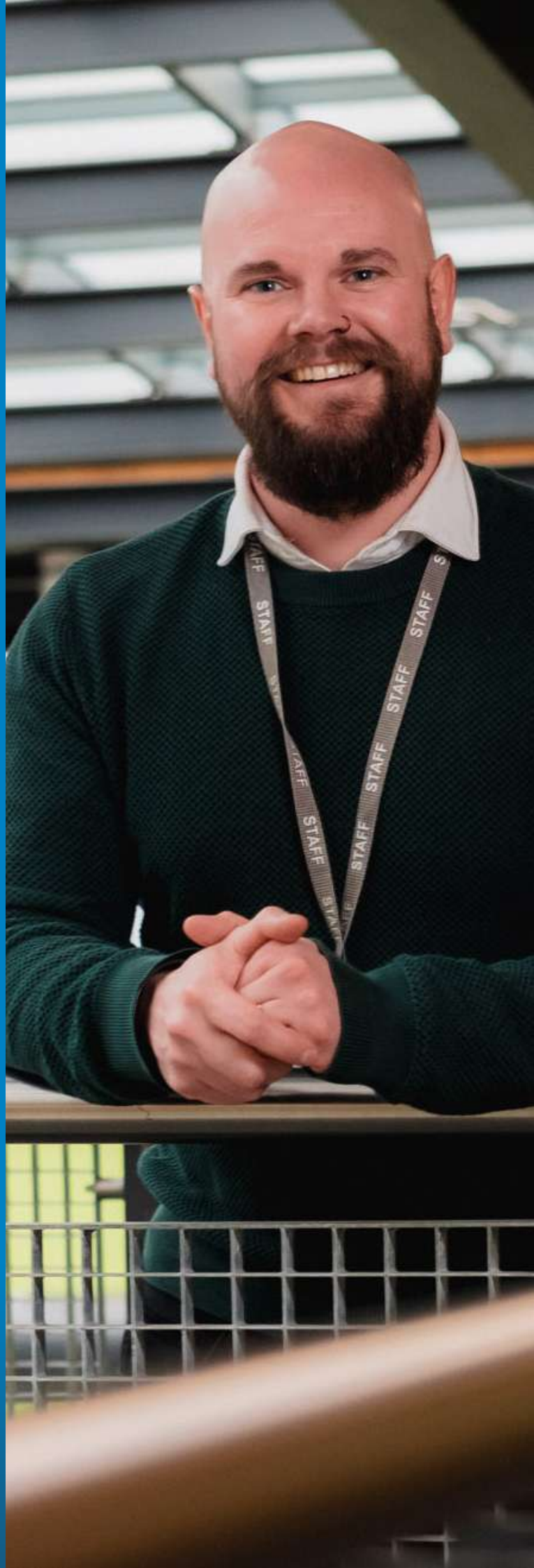




**SAFEGUARDING
- THE LATEST
UPDATES FOR
LEARNERS,
EMPLOYERS AND
COLLEAGUES
AUGUST -
SEPTEMBER 2025**

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





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WELCOME

Hello and welcome to issue 14 of our safeguarding newsletter. This issue focuses on some very serious issues, such as sexual violence, harassment and misogyny. These are problems that require everyone - both women and men - to challenge whenever they see them.

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 over 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



SEXUAL VIOLENCE AND HARASSMENT

Despite a great deal of progress in addressing the problems of sexual violence and harassment, the issue is still prevalent, not only in schools / colleges / FE / HE but also in the workplace.

The law defines harassment as “unwanted actions or behaviour with the same purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment”.

Sexual harassment occurs “where a person subjects another to unwanted conduct of a sexual nature”. Examples can include inappropriate sexual comments or contact, or discriminating against others (e.g. loss of job opportunities or promotion, or dismissal) for objecting to such behaviours or refusing sexual favours.

The new Worker Protection Act legislation that came out last year places a proactive positive duty to take ‘reasonable steps’ to protect workers from sexual harassment or, more specifically, harassment where the conduct is of a sexual nature.

Time for reflection

What reasonable steps should organisations have in place, almost a year on? Are these reasonable steps? Discuss with your employer or coach.

- Implementing an equality policy which covers harassment
- Informing workers of the contents of the harassment policy
- Providing relevant training to workers regarding harassment
- Conducting reviews of the policy when required
- Dealing effectively with worker complaints
- Carrying out risk assessments in the workplace
- Supporting staff to keep records of incidents.

Spotlight for learners

- Is sexual violence and harassment an issue at your place of work?
- How do you know?
- What if you came across an incident? What is the process?

acas working
for everyone

[What is sexual harassment? - Acas](#)

THE MANOSPHERE

Many of you may have seen the series 'Adolescence' on TV. The programme raises many questions about complex issues such as misogyny, incel culture, patriarchy, and toxic masculinity.

So, what are all these?

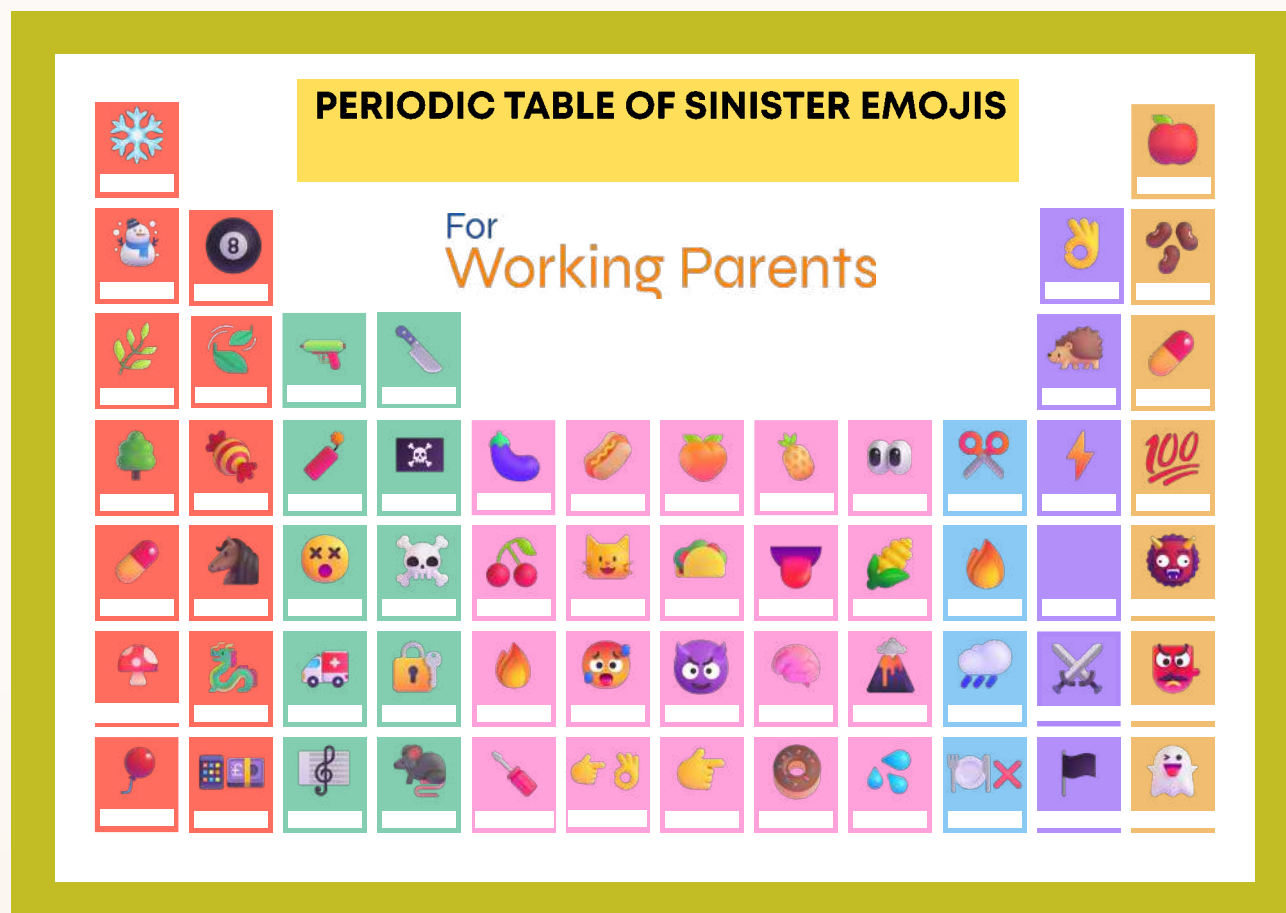
- **Misogyny** is the hatred, dislike, or prejudice against women. It manifests in various ways, from overt acts of discrimination to subtle, everyday biases that undermine women's rights, opportunities, and wellbeing. Misogyny can be deeply ingrained in societal structures, perpetuating inequality and harm towards women and girls.
- An **incel** (short for "involuntary celibate") refers to a person, typically a man, who feels unable to form romantic or sexual relationships despite desiring them. Some individuals in incel communities express frustration and resentment, often blaming women or societal expectations for their lack of success in relationships.
- **Patriarchy** is a social system in which power, authority, and opportunities are predominantly held by men, leading to inequality and discrimination against women and other genders. It shapes expectations, roles, and behaviours based on gender, influencing personal relationships, institutions, and cultural norms.
- **Toxic masculinity** refers to harmful cultural norms and behaviours traditionally associated with masculinity, such as the suppression of emotions, the need for dominance, and the devaluation of traits considered "feminine". These attitudes can contribute to harmful behaviour, including aggression, emotional repression, and an unwillingness to engage in healthy, respectful relationships.

Time for reflection

- What is the best way to approach these topics with friends, family, work or in the community / online platforms?
- Are you aware of agencies and other support in place for young people and adults who are at risk of these influences?
- Is patriarchy being challenged more now in society? Are there any examples you can give?
- What should a parent be telling their children to look out for online regarding 'the manosphere'?
- What other questions are appropriate to ask yourself?

Emojis - secret meanings

Safeguarding is everyone's business. It is important we know how emojis are used by young people and what they mean, so that you may be able see the signs and support accordingly. This could allow you to help vulnerable adults and young people that you know.



Critical thinking

- How prevalent are these emojis in the UK?
- What different social media channels are used for this communication?
- What measures will social media companies have to take to comply with the Online Safety Act?
- Why do emojis / images play a large part in the world of violent extremism?

Ways to report

...concerns about children and young people we may know:

[Online safety: expert insight videos - NSPCC Learning](#)

The NSPCC produce really useful information that learners should know about.

Task:

Be sure to research this topic and feedback in OneFile / progress reviews with your Learning Coach.

LEARNING SUPPORT NEEDS

Anton, our new Learning Support Lead, is keen to update learners and employers about the SEND and Learning Difficulties and Disabilities (LDD) support we provide at Total People / MOL.

Anton came from the Manchester College with experience in supporting learners with Learning Difficulties and Disabilities (LDD) and those with Education, Health & Care Plans (EHCPs). Amongst the areas he has started to work on for Total People / MOL are:

- Supporting learners with EHCPs
- Providing one-to-one interventions with learners
- Reviewing systems and processes
- Meeting agencies and building relationships
- Meeting managers
- Providing training and advice.

Anton's goals for the future are to develop SEND support even further.

When you start in a new job role, do you plan your first year of work and plan ahead? How do you measure your success?



Resources

Anton has been asking some key critical thinking questions in his first two months, to help him evaluate where the service is now, work out where it could be in the future, and plan ahead for the next steps:

Critical thinking helps you take a deeper look at everything around you. It's crucial for making informed decisions and understanding different viewpoints. Use these questions to challenge assumptions, explore ideas, and uncover the real story behind what you see and hear.

Who

1. Who is affected by this issue?
2. Who faces the biggest consequences?
3. Who holds the power in this situation?
4. Who might see this differently?
5. Who are the key stakeholders involved?
6. Who benefits from this outcome?
7. Who else should be consulted?
8. Who can provide more information?

What

1. What is the issue at hand?
2. What are the main arguments?
3. What is the evidence?
4. What assumptions are being made?
5. What are the potential consequences?
6. What alternatives exist?
7. What are the risks of each alternative?
8. What steps can be taken next?

If you have any queries about your learning needs, reach out to your Learning Coach or contact Anton directly (his details are on the last page).



INCLUSION ALL AROUND

FOCUS ON KEY EVENTS IN AUGUST

August is Spinal Muscular Atrophy Awareness month.

Religious/cultural

1	Lammas (<i>Christian</i>)
1	Lughnasadh (<i>Wicca and Pagan</i>)
1	Fast in Honour of the Holy Mother of the Lord Jesus (<i>Orthodox Christian</i>)
3	Tish'a B'av (<i>Judaism</i>)
6	Feast of Transfiguration (<i>Christian</i>)
6	Transfiguration of the Lord (<i>Orthodox Christian</i>)
9	The 15th of Av (<i>Judaism</i>)
9	Raksha Bandhan (<i>Hindu</i>)
10	Feast of Saint Lawrence (<i>Christian</i>)
13-15	Obon (<i>Buddhist</i>)
15	Arba'een (<i>Islam</i>)
15	Assumption of Mary (<i>Catholic Christian</i>)
15	Dormition of the Theotokos (<i>Orthodox Christian</i>)
16	Krishna Janmashtami (<i>Hindu</i>)
21	Paryushana Parvarambha begins (<i>Jain</i>)
22	Feast of the Queenship of Mary (<i>Catholic Christian</i>)
24	Feast of Saint Bartholomew the Apostle (<i>Christian</i>)
24	Guru Grinath Sahib Jayanti (<i>Sikh</i>)
27	Ganesh Chaturthi (<i>Hindu</i>)
28	Samvatsari (<i>Jain</i>)
29	Beheading of Saint John the Baptist (<i>Christian</i>)

Awareness and events

9	International day of the world's Indigenous people
19	World humanitarian day
22	International day commemorating the victims of acts of violence based on religion or belief
23	International day for the remembrance of the slave trade and its abolition

INCLUSION ALL AROUND

FOCUS ON KEY EVENTS IN SEPTEMBER

September is East and South East Asian Heritage month, Sickle Cell Awareness month, Childhood Cancer Awareness month, Blood Cancer Awareness month, World Alzheimer's month and Urology Awareness month.

Religious/cultural

1	Ecclesiastical year begins (<i>Orthodox Christian</i>)
5	Mawlid al-Nabi (<i>Islam</i>)
6	Anant Chaturdashi (<i>Hindu</i>)
8	Feast of the Birth of the Virgin Mary (<i>Christian</i>)
8	Nativity of the Theotokos (<i>Orthodox Christian</i>)
14	Feast of the Cross (<i>Christian</i>)
21	Feast of Saint Matthew (<i>Christian</i>)
22	Mabon (<i>Wicca and Pagan</i>)
22	Sharada Navaratri begins (<i>Hindu</i>)
23-24	Rosh Hashanah (<i>Judaism</i>)
25	Fast of Gedaliah (<i>Judaism</i>)
27	Meskel Ethiopian (<i>Orthodox Christian</i>)
29	Feast of Saint Michael and all angels (<i>Christian</i>)

Awareness and events

10	World suicide prevention day
15	World afro day's 'big hair assembly'
18	International equal pay day
21	World Alzheimer's day
22	Autumn equinox
22-28	UK national inclusion week
23	Bi visibility day
23	International day of sign languages

There are many religious and awareness events across August and September. How many of them do you already know? As part of your British Values of tolerance and respect, why not research about some that you're not familiar with?



SLAVE TRADE FOCUS

August 23rd is a day to focus on the slave trade. What were the impacts of the slave trade around the world and does it impact people today? Is it 'just / fair' that the British Government is being asked to give reparations for the injustice of the slave trade upon many countries?

You should be able to hold reflective conversations with your coaches about this topic as reflective learners.

Parliament and the British Slave Trade
- UK Parliament

UNESCO describes the slave trade as "the biggest tragedy in the history of humanity". The slave trade was abolished in Britain in 1807, but it was not until 1833 that the practice of slavery itself was banned in the British Empire. How does the slave trade remind you of the British Values we work to today?

Learner enhancement sessions:

Extremism and Radicalisation

We are delivering an online session for Total People learners, on the topic of 'Extremism and Radicalisation'.

This interactive, 1-hour session will cover the reality of the risks and keeping yourself safe.

Safeguarding Lead Imtiaz Kala will lead the session on three different dates - check your OneFile account to book on one of them:

- Wednesday 24 September, 10am - 11am
- Friday 3 October, 12pm - 1pm
- Monday 6 October, 3pm - 4pm





SUICIDE PREVENTION DAY

September 10th is Suicide Prevention Day. The issue of suicide is a matter for serious reflection affecting many families around the globe. Samaritans reports that in the UK in 2023:

- 5,656 suicides were registered. This is 372 more than in 2022
- The overall suicide rate was 11.2 per 100,000 which is an increase on the previous year
- The male suicide rate was 17.1 per 100,000, compared to a female suicide rate of 5.6 per 100,000
- Males aged 45-49 years were found to have the highest suicide rate (25.3 per 100,000)
- There is regional variation in the suicide rates. The highest rate and biggest increase was in the North West (14.7 deaths per 100,000 people, compared with 12.5 deaths per 100,000 in 2022). The lowest rate was once again in London (7.3 per 100,000).

Latest suicide data facts and figures - Samaritans

Time for reflection

These figures should enable you as critical thinkers to be asking questions such as:

- Why might the figures be increasing?
- Why do more males than females die by suicide?
- What if more males 45-49 received support and what could that support look like?
- Why might there be a discrepancy between the figures for the North West and London?

If any learner or member of staff is affected by this topic then please reach out within your place of work, your coach, Total People safeguard team, or services within your community. Remember...you are NOT alone.

- [Useful contacts - suicidal feelings - Mind](#)
- [Supporting someone with suicidal thoughts | Samaritans](#)
- [Suicide bereavement support | Papyrus](#)
- [Child Bereavement UK](#)
- [Crisis Text Line](#) Text HOME to 741741 Free, 24/7 Mental Health Support



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

Researching and reporting writing develops many skills, from critical thinking, challenging our biases, reinforcing our own protection against radicalisation / extremism and of course can develop your confidence in producing assignments and reports.

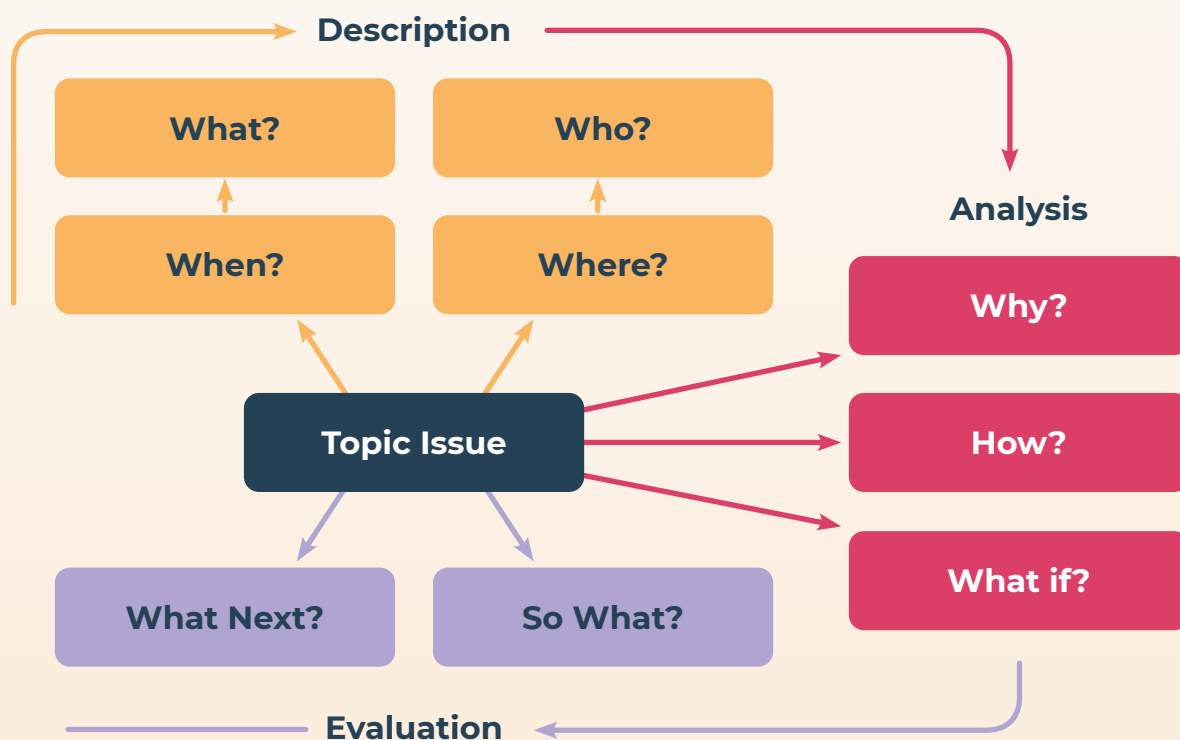
Time for reflection

- How do British Values link to your own personal or family values?
- Are they the same and do you have other values? What are they?
- Discuss this with your Learning Coach using examples where possible.

Coaching and Critical Thinking

Use this model when you meet your Learning Coach or manager at work to kickstart a discussion:

What's on your mind?

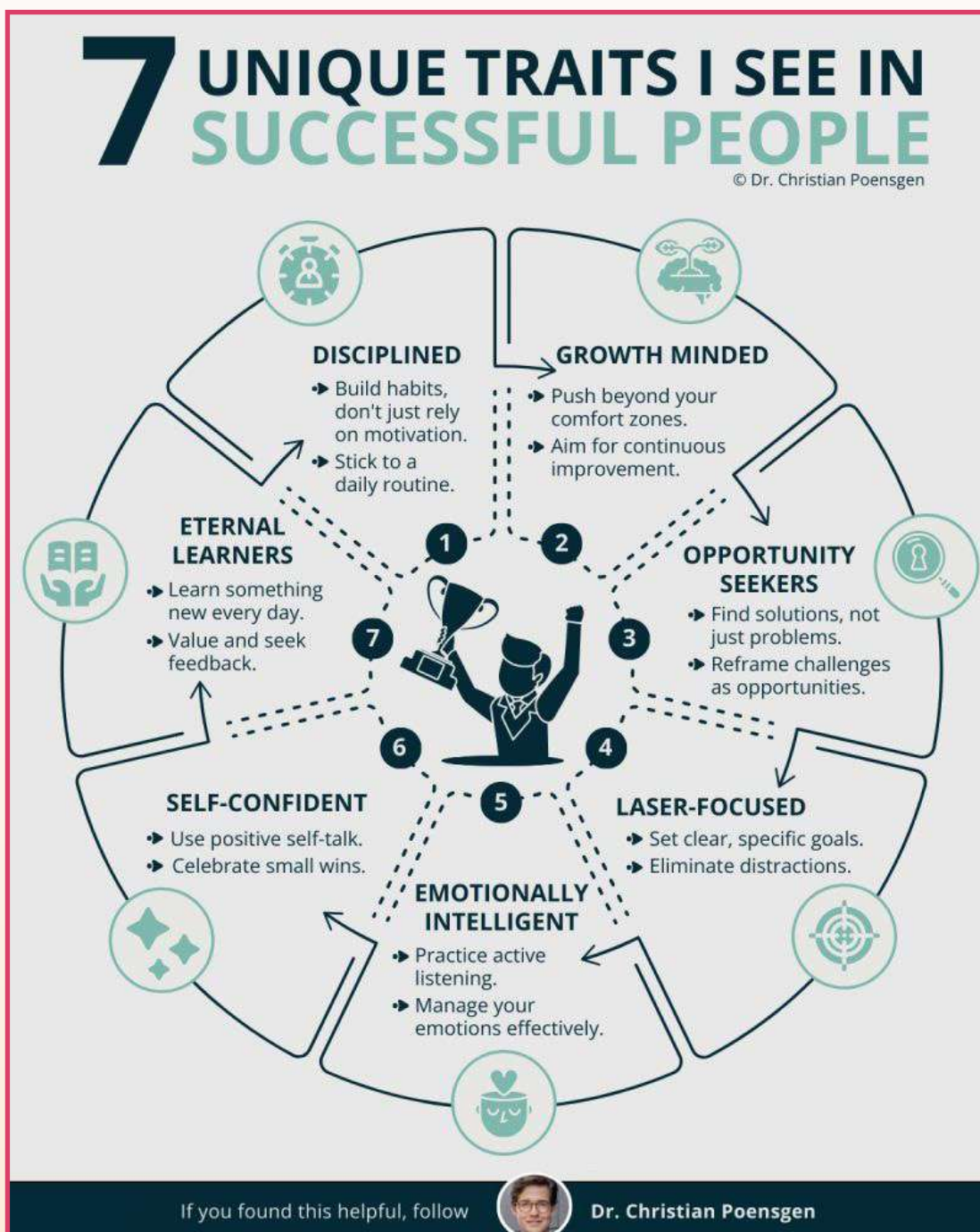




Learn something new every day

This newsletter should help you as learners to practice being emotionally intelligent and play a small part in becoming 'eternal learners'.

How can you work on these seven areas and push yourself to be successful? Choose an area to discuss with your Learning Coach, manager, or colleagues. Remember, mastering these also builds resilience and your understanding of British 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:



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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](https://www.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.