



**SAFEGUARDING
- THE LATEST
UPDATES FOR
LEARNERS,
EMPLOYERS AND
COLLEAGUES
OCTOBER -
NOVEMBER 2025**

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





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WELCOME

Hello and welcome to 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.

In this issue we revisit the theme of the fast evolving nature of Artificial Intelligence as our main topic. Both the technology and the uses of AI are evolving at lightning speed, so it's critical to understand the implications for safeguarding. We also take a look at our adult provision, the dangers of spreading misinformation, and the usual topics of critical thinking, British values and so on.

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**



SAFEGUARDING AND ARTIFICIAL INTELLIGENCE (AI)

Artificial intelligence (AI) is the use of computer systems to solve problems, streamline work and make decisions. It's already a part of everyday life – you've probably come across it in the form of personalised suggestions on social media, shopping sites, work / lesson planning, or route-planning apps for example.

Generative AI takes a written prompt and runs it through an algorithm to generate new, 'natural-seeming' content. Tools include:

- Chatbots such as ChatGPT, Google Gemini, CoPilot and Grammarly, which generate text
- Text-to-image programs like DALL-E and Midjourney, which create images
- Text-to-video programs, which create videos.

AI technology is developing rapidly, and these tools will only become more sophisticated over time. For example, they'll be able to create more convincing images or videos.

Some AI tools are not caught by filtering or monitoring systems and can be used to generate inappropriate content that should otherwise be filtered.

So, whilst AI can be of real benefit, here are some of the risks for learners and employers to be cautious of. At Total People we are piloting the use of CoPilot and Teachermatic and so these benefits and risks must be managed by our staff and learners too.



AI – What are the risks?

- **Hacking and scams** – text-generation tools can write convincing emails and text messages to trick pupils into giving malicious actors access to their accounts.
- **AI-generated child sexual abuse images** – some text-to-image tools or image-altering apps (often called ‘nudifying’ apps) could be used to create child sexual exploitation material for sexual gratification or as a means of bullying another pupil.
- **‘Deepfake’ pornography** – superimposing a person’s face into pornographic videos for sexual gratification or to humiliate the person being put in the images. AI technology is used to alter the person’s facial expressions to make the video look more convincing.
- **‘Catfishing’ and ‘sextortion’** – criminals can use AI-generated profile pictures to appear younger than they are to befriend and groom children and young people, and then solicit information and / or images from them (e.g. nude or semi-nude photos). They can then use this to extort children into giving them money.
- **Fake news and misinformation** – text-to-image tools can be used to create convincing fake photos of world events, which could be used to promote certain beliefs (including hateful ones).
- **AI chatbot relationships** – some AI tools allow children to chat and build a relationship with a fake person. These relationships can become very intense, and the AI may make dangerous or inappropriate suggestions.

Learners should research about the criminal and legal consequences of mis-using AI.

[AI chatbots and companions parents guide | Internet Matters](#)

Other risks:

ACADEMIC MALPRACTICE: There are concerns about the potential for pupils to misuse AI tools for tasks such as writing essays, which raises issues of plagiarism. To combat this, AI-powered detection and tracking tools can be utilised to identify similarities between pupil submissions and AI-generated content. **Learners should understand the consequences of cheating and the importance of honesty, integrity and ethical use of AI.**

THE DIGITAL DIVIDE: AI offers 24/7 personalised support, which is especially beneficial for pupils with SEND and those from disadvantaged backgrounds. However, the risk of exacerbating the digital divide exists if access to necessary technology, such as compatible devices and stable internet, is not universally available. **Efforts must focus on ensuring equitable access to these tools for all pupils be they on study programme, adult learning or apprenticeships.**

ACCURACY: Concerns have been raised about the accuracy and potential biases in AI generated outputs. To harness the potential of GenAI, a 'human in the loop' is required – someone to present it with the right information and to sense-check the results that it generates. AI tools can make certain tasks quicker and easier but cannot replace the judgement and deep subject knowledge of a learning coach or tutor.

Learners are reminded to keep the use of AI carefully managed, whilst employers are reminded to amend any policies, procedures and practices for learner and staff usage.

In September the Keeping Children in Education statutory guidance came into effect. The guidance also refers to Artificial Intelligence as well as mis and dis information – see later in this newsletter.

Learners and educational institutions must have updated their policies and procedures and ensured that their staff are aware of Part 1 of KCSIE 2025.



TOTAL PEOPLE AND OUR ADULT PROVISION

In this edition we also take a peek at our adult programme that Jason Linney's team manages. Jason is a champion of adult learning and wrote a piece here to show what Total People also provide. Jason writes...

"For our 'Vocational Access to...' courses, delivered as part of the Adult Skills Budget programme, we provide an embedded diet of employability skills into each of our ten learning sessions. With such a tight turnaround, our coaches spend a significant portion of our induction days breaking the ice and building strong relationships by exploring core concepts of British Values, EDI and CEIAG through fun and practical tasks which invite and provide a safe space for discussion and debate - especially around some of the more contentious issues linked to recent news events!

This approach allows our learners to quickly establish a camaraderie, understanding that their views and beliefs are valid and that their voice can and should be heard. This can be quite a change given the starting points of many of our learners. We're all especially proud of how this impacts retention and engagement, and by displaying their own work on this in the classroom, it allows us to easily embed British Values and EDI into every session.

We might get the occasional eye roll when we ask them, *"So what does Individual Liberty look like on a construction site on a rainy day?"* or *"Explore how our neurodiverse colleagues or customers react differently with an overly busy concourse after the home team win / lose."* but the quality of their responses is always above and beyond.

It is easy to see that, as our learners on adult courses leave with qualifications, they also leave with a deeper understanding of EDI and inclusion."



Recently, learners visited Manchester City's Etihad Stadium as part of their employability programme.

Thanks to Jason and staff for this update from the team.

INCLUSION ALL AROUND **FOCUS** ON KEY EVENTS IN OCTOBER

October is Breast Cancer Awareness Month, Down 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>
2	Dussehra** <i>Hindu</i>
2	Yom Kippur* <i>Judaism</i>
4	Feast of St Francis of Assisi <i>Christian</i>
7-13	Sukkot <i>Judaism</i>
8	Guru Ram Das Jayanti <i>Sikh</i>
14	Shemini Atzeret * <i>Judaism</i>
15	Simchat Torah * <i>Judaism</i>
18	Feast of Saint Luke <i>Christian</i>
20	Installation of the Guru Granth <i>Sikh</i>
21	Bandi Chhor Divas <i>Sikh</i>
21	Diwali * <i>Hindu, Sikh and Jain</i>
22	Birth of the Báb ' <i>Baha'i</i>
23	Birth of Baha'u'llah * <i>Bahat</i>
27	Chhath Puja <i>Hindu</i>
28	Feast of Saints Simon and Jude <i>Christian</i>
31	All Hallows' Eve <i>Christian</i>
31	Reformation Day <i>Protestant Christian</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
9	World Sight Day
10	World Mental Health Day
11	International Day of the Girl Child
11	National Coming Out Day
15	International Day of Rural Women
15	International Pronouns Day
17	International Day for the Eradication of Poverty
17	Show Racism the Red Card's Wear Red Day
18	Anti-Slavery Day
18	World Menopause 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	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>Rastafari</i>
7-13	Sukkot <i>Judaism</i>
5	Guru Ram Das Jayanti <i>Sikh</i>
14	Feast of the dedication of the Archbasilica <i>Catholic Christian</i>
15	Nativity fast begins <i>Orthodox Christian</i>
21	Presentation of the Theotokos <i>Orthodox Christian</i>
23	Feast of Christ the King <i>Christian</i>
24	Martyrdom of Guru Tegh Bahadur <i>Sikh</i>
25	Day of the Covenant * <i>Bahai</i>
27	27 - Ascension of Abdu'l-Bahá * <i>Bahai</i>
30	Saint Andrew's day <i>Christian</i>
30	Advent Sunday <i>Christian</i>

Awareness and events

8	Intersex day of solidarity
9	Remembrance Sunday
11	Armistice day
13	World kindness day
13-19	Transgender awareness week
14	World diabetes day
14-20	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



FRIDAY 10 OCTOBER IS A DAY TO FOCUS ON MENTAL HEALTH.

Our newsletter always has something on mental health, but on this day learners and employers alike can promote the issue of staff / learner wellbeing specifically.

It's all about 'coming together' this time:

The focus for World Mental Health Day this year is about coming together to talk about mental health and show everyone that mental health matters. Talking about our mental health can help us cope better with life's ups and downs.

It's very easy to set a tea break session, or after work social gathering, or just spending time with family and friends – how do you come together and talk. Perhaps one of your progress reviews tasks could be to facilitate a 'coming together' event ?

[World Mental Health Day 2025 |](#)
[Mental Health Foundation](#)





Jason Everett, one of our coaches in the automotive sector, regularly champions mental health with the learners he looks after. He champions male wellbeing and was particularly keen to contribute to the issue of men's wellbeing by encouraging learners to give views on the 'call for evidence' for men's health.

Did you know that around 3 in 4 people who died by suicide in 2023 were men. Suicide is the biggest cause of death in men under the age of 50.

[Government launches call for evidence on men's health - GOV.UK](#)

The evidence gathering should help with:

- **Prevention** - finding the right areas and the right ways to promote healthier behaviours
- **Diagnosis and treatment** - improving outcomes for health conditions that hit *men harder*
- **Encouragement to come forward** - improving men's access to, engagement with and experience of the health service.

Tuesday 25 November - eliminating violence against women.

Violence against women has always been a concern and is on the rise. Why is that so? As employees and learners, we all have a legal, moral and ethical duty to challenge all types of violence against women (and others, of course).

Time for Reflection:

[Find Help | End Violence Against Women](#)

There are many organisations in the UK and abroad that champion and advocate to end violence against women and girls. The statistics are worrying and as active Modern British Citizens, learners and employers should make it a key priority to tackle this agenda.

Learners and employers are encouraged to explore the different types of abuse that women face by clicking on the link and reading about those areas of concern that women and girls face daily.

In the year ending March 2023, police recorded 103,135 rape and serious sexual offences. These figures are about 20% of the total recorded crime in England and Wales. We all have a role to play here.

[Source: Violence Against Women and Girls \(NPCC\)](#)

BRITISH VALUES AND PREVENT



Holding regular CPD sessions with colleagues on this agenda is very important; you never know when a reflective discussion within your team can lead to them spreading the learning to apprentices, who can then apply it to their place of employment.

One such example occurred in Simone Healey's team. Simone manages a number of childcare educational sectors and coaches. She reflects on how a learning coach and apprentice learner applied some critical thinking and questioning, following a CPD session we did with colleagues on the links between radicalisation, extremism, British Values and raising safeguard concerns with the authorities.

Simone stated that her coach Louise Bailey "applied the learning and supported a learner to fulfil their duty after a safeguard concern was raised about possible radicalisation". A referral was made by the employer to Channel and this was followed up with support for the referred youth.

Louise noted that the apprentice who made the referral had done so as the 13 year old youth had "additional needs, was vulnerable, and groomed via an online gaming platform". The youth is now receiving agency support.

[See what Channel does: Making a referral to Prevent - GOV.UK](#)

Additional support:

Should employers feel that they need some additional support on the topic of radicalisation, extremism and Prevent, please contact Mr Imtiaz Kala, our DSL and Prevent contact, who can advise as needed.

If there is sufficient demand, Imtiaz may be able to provide some short CPD sessions with employers. Imtiaz has many years of experience of the agenda having worked with local authorities and schools within the areas of inclusion, safeguarding and radicalisation.

Coaching and Critical thinking

What's on your mind?





Learn something new everyday



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

How can you work on these seven areas to push yourself to be a successful learner? Choose an area and discuss with you learning coach, manager, or colleague at your place of work. Remember mastering these also builds resilience and your understanding of the British Values. Thinking critically also supports us from believing and sharing 'mis and dis' information.

Learners are reminded that sharing and promoting disinformation can have consequences. This is also mentioned in Keeping Children Safe in Education 2025.



Definition

Disinformation is the deliberate creation and spread of false and/or misleading content.

Misinformation is the inadvertent spread of such content.

Review the information in these links and apply your critical thinking:

[Mis and disinformation report – Ofcom 2024.](#)

[POST-PN-0719.pdf – UK Parliament 2024.](#)

[Southport riot: How a LinkedIn post helped spark unrest - BBC tracks its spread - BBC News](#)

The LAW

Online Safety Act (2023)

This legislation includes the False Communications Offence (Section 179): an offence for a person to send a message that conveys information they know to be false, which is intended to “cause non-trivial psychological or physical harm to a likely audience.”

Use the critical thinking cycle and links to consider how you can keep safe from mis and disinformation.

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](#). 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.