

SAFEGUARDING

The latest updates
for learners,
employers and
colleagues

**DECEMBER 2025
- JANUARY 2026**



CONTENTS

Welcome	3
Managing pressure over the festive period	4
The Stress Bucket	5
Self-care	6
Focus on key events	7
Spotlight	9
British Values and Prevent	10
Next Steps	13

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 has updates, information and resources crucial to ensuring the safety of our learners.

As we approach the festive season and the beginning of a new year, this edition of our safeguarding newsletter invites reflection on the unique challenges and responsibilities this time of year can bring. While Christmas is often a time of celebration and connection, it can also highlight vulnerabilities, especially for those at risk or in need of support.

In this issue, we revisit key safeguarding considerations for the season, share practical guidance and look ahead to how we can continue protecting and empowering those in our care as we enter the new year.

It's now been over two years since the first issue of our Safeguarding newsletter and we hope that you have found them 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



MANAGING PRESSURE OVER THE FESTIVE PERIOD

As the festive season approaches, many people will be making arrangements for holidays, breaks, gatherings and other seasonal celebrations. You may be reflecting as a person of faith or simply using the break to wind down.

However, this can also be a stressful time. MIND, the UK mental health charity, and other organisations offer many helpful coping tips. Visit their websites and take ideas as needed.

There is a wide range of guidance available covering relationships, finances, personal safety and the dangers of spiking, along with key phone numbers for support. No one should feel alone during this time, or any time.

Even if you have plans in place, share this information as part of your role as an active British citizen. You never know who might benefit. Many local agencies and charities are available to help. You can safely search for them online or speak to your Learning Coach if you're unsure.

Mental Health Support Links:

[Mental Health Foundation](#)

[Mental Health UK - Forward Together](#)

[MIND](#)

[NHS](#)

[Andys Man Club](#)

[Women's Mental Health](#)

Support is also available for diverse groups including disabled individuals, LGBTQ+ communities, and faith-based groups. If you need help finding the right support, contact the DSL at:

l.kala@totalpeople.co.uk

THE STRESS BUCKET

It is important to keep an eye on your own stress levels. The activity below can help anyone reflect on their own stress levels. Self-awareness is key in helping managing stress and focusing on self-care, which can help manage stress levels.

Complete your own stress bucket to help manage pressures with healthy coping strategies, so your bucket doesn't overflow.

The Stress Bucket

Everyone experiences stress throughout their lives. Some stress can help us focus and drive us to achieve, whilst too much can cause us to feel overwhelmed. If prolonged, stress can also lead to physical or mental health issues.

What is the Stress Bucket?

The Stress Bucket is a useful tool to help us understand and manage stress (Brabban & Turkington, 2002).

Mental Health UK

Examples of rain clouds that cause stress

- Ill health
- Poor sleep
- Money worries
- Workload
- Relationship issues
- Family conflict
- Housing concerns
- Future uncertainty
- News anxiety
- Exam pressure
- Life events, such as bereavement.

If you can't control the rain clouds, the only way to reduce the level in your stress bucket is to let water out. Taps at the bottom of the bucket represent your coping strategies. Once these taps are turned on, the water can return to a manageable level again.

Examples of healthy ways to open the tap and reduce stress

- Take time out
- Connect with nature
- Talk to family or friends
- Learn new technique, e.g. time management
- Use a helpful tool, e.g. journaling
- Practice mindfulness or meditation
- Be physically active
- Find a hobby.

At times, you might engage in unhealthy coping strategies which provide short-term relief from stress. These strategies may briefly reduce the water but it can flow back in again. Being aware of these unhelpful coping strategies will help you understand how to avoid them and find other ways to cope.

Examples of unhelpful coping strategies

- Avoidance, isolation, and withdrawal
- Using alcohol or drugs to numb emotions
- Over-analysing issues or over-focusing
- Over-working, over-spending.

You may have new stressors, as well as other coping strategies learned so repeating this exercise can be helpful to learn more about yourself.

Often, we underestimate how well we cope and the skills we've developed to maintain the levels in our bucket.

By using this tool to reflect on your coping strategies you may highlight an area you could address or understand further.

Complete your own stress bucket on the next page, using this page as a guide.



SELF-CARE

Self-care is the practice of engaging in activities that take care of our health and actively managing illness as it occurs. Self-care for your own mental health is paramount. Self-care is different for each person. It can be simple daily activities such as walking, gardening, colouring, painting, meditating or connecting with others; the list is endless.

There are 5 ways to wellbeing that can be helpful when reflecting on wellbeing and self-care:

- **Connect** – this could be connecting with people, nature or relationships
- **Be active**
- **Notice** – listen to your body
- **Keep learning**
- **Give** – this can be through kindness, time, support or advice that supports you.

You can find out more about the 5 ways to wellbeing here.



Giving

Do kind things for others



Relating

Connect with people



Exercising

Take care of your body



Awareness

Live life mindfully



Trying out

Keep learning new things



Direction

Have goals to look forward to



Resilience

Find ways to bounce back



Emotions

Look for what's good



Acceptance

Be comfortable with who you are



Meaning

Be part of something bigger

For more information about ways to happier living visit the Action for Happiness website actionforhappiness.org

INCLUSION

FOCUS ON KEY EVENTS

DECEMBER

December is the universal month for human rights and Decembeard.

Religious/cultural

1	Gita Jayanti Hindu
6	Feast of Saint Nicholas Christian
8	Feast of the immaculate conception Catholic Christian
8	Rohatsu (Bodhi day) Buddhist
12	Feast of Our Lady of Guadalupe Catholic Christian
15	Dhanu Sankranti Hindu
15 - 22	Hanukkah Judaism
16	Las Posadas starts Catholic Christian
21	Yule Wicca and Pagan
24	Christmas Eve Christian
25	Christmas Day Christian
25	Feast of the Nativity of our Lord Orthodox Christian
26	Feast of Saint Stephen Christian
26	Zartosht no-diso Zoroastrian
27	Guru Gobind Singh Jayanti Sikh
28	Holy Innocents' Day Christian
28	Feast of the Holy Family Catholic Christian
31	Watch Night Christian

Awareness and events

1	World AIDS Day
2	International Day for the Abolition of Slavery
3	International Day of Persons with Disabilities
10	Human Rights Day
18	International Migrants' Day
20	International Human Solidarity Day
21	Winter Solstice
26	Boxing Day
26 - 1	Kwanzaa
31	New year's Eve/Hogmanay



INCLUSION

FOCUS ON KEY EVENTS

JANUARY

January is Cervical Cancer Awareness Month, Alcohol Change UK's Dry January, and Thyroid Awareness Month.

Religious/cultural

1	Solemnity of Mary, mother of God Catholic Christian	16	Meru Trayodashi Jain
1	Rohini Vrat Jain	18-25	Week of Prayer for Christian Unity Christian
1	Gantan-sai (New Year) Shinto	19	Timkat Ethiopian Orthodox Christian
1-7	Hatsumode Shinto	19	Feast of the Theophany Orthodox Christian
3-5	Mahayana New Year Buddhist	23	Vasant Panchami Hindu, Sikh and Jain
5	Twelfth Night Christian	25	Conversion of Saint Paul Christian
6	Epiphany Christian	25	Zacchaeus Sunday Orthodox Christian
7	Feast of the Nativity Orthodox Christian	28	Rohini Vrat Jain
11	Baptism of the Lord Jesus Catholic Christian	31	Guru Harrai Jayanti Sikh
12	Swami Vivekananda Jayanti Hindu		
12	Seijin no Hi Shinto		
13	Lohri/Maghi Hindu and Sikh		
14	Old New Year Orthodox Christian		
14	Makar Sankranti Hindu		
14-17	Pongal Hindu		
16	Lailat al-Miraj Islam		

Awareness and events

4	World Braille Day
18	World Religion Day
19	Martin Luther King Jr Day
24	International Day of Education
25	Robert Burns Night (Burns Night)
27	Holocaust Memorial Day



10 December

HUMAN RIGHTS DAY

UN News: 5 Key Things to Know

Reflective thinking prompts

What is the purpose of supporting human rights?

What if your human rights are taken into consideration? What would you do?

Use the critical thinking process explained later in the newsletter in discussing the need for human rights with your coach.

What are the consequences of not respecting human rights?

Are there any recent examples around the world you can bring to the reflection?

Remember, any critique should be balanced and not biased. Any discussion should be evidenced based with reliable data and sources of information.

If this reflection is done well, you will be able to think about human rights and link them into the British Values and your personal values.

27 January

HOLOCAUST MEMORIAL DAY

Reflect on past and recent genocides and consider the link between human rights and this day.



BRITISH VALUES AND PREVENT



Regular CPD sessions with staff on this agenda are vital. A reflective discussion can lead to meaningful learning that is applied in the workplace.

In October, Total People delivered CPD sessions on radicalisation for staff and learners. We explored:

- What extremism is
- Risks in the UK
- Push and pull factors
- What to do if someone may be at risk.



Learners said they would take away learning such as:

- Ask who the Prevent Lead is within their place of work
- Research into extremism in their area
- Embed learning into our emergency plan
- Do further training
- Be more aware of the age groups at risk and warning signs
- Understanding the radicalisation pyramid.

Organisations will have their own policies on safeguarding but you can always also go to:

[Trust Your Instincts and Report | Action Counters Terrorism](#)

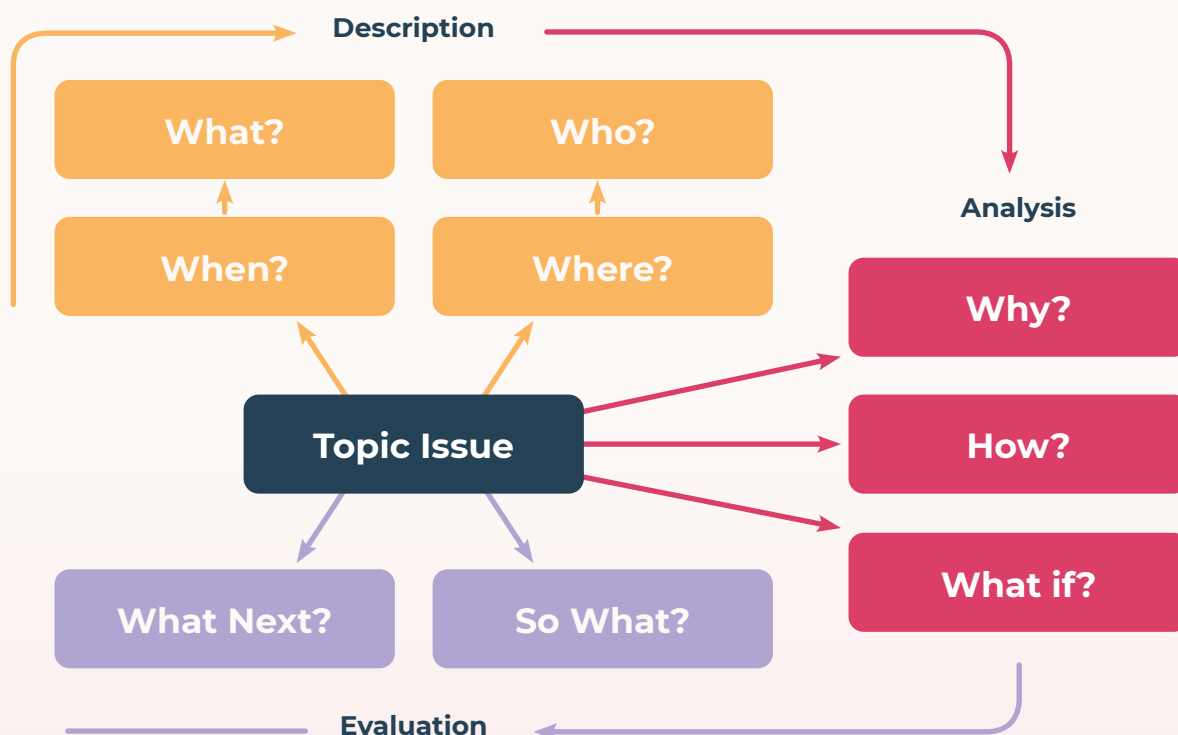


DEVELOPMENTAL

Coaching and critical thinking

Use this model when you meet your learning coach or manager at work.

What's on your mind?



BRITISH VALUES AND PREVENT



Remember, mastering these questioning skills builds resilience and your understanding of the British Values. Thinking critically also supports us from sharing and believing '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.

Have a critical think on this link:

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

Report on disinformation.

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

Did you know anyone that shared, liked or commented on information like the below? What if it was you or someone you knew that did this? What could the impact be on you, your job?

[Southport riot: How a LinkedIn post helped spark unrest - BBC tracks its spread - BBC News \(from 25/10/24\)](#)

Definition

Disinformation: Deliberate creation and spreading of false or misleading content.

Misinformation: Inadvertent spread of such content.

The Law

Online Safety Act (2023)

Section 179 – False Communications Offence: it is an offence to send a message known to be false, intended to cause psychological or physical harm.

Use the critical thinking cycle and resources to stay safe online and avoid breaking the law.

For staff in key sectors, visit:

[Further Education - Educate Against Hate](#)

Support for employers

If employers need additional support on radicalisation, extremism or Prevent, contact Mr Imtiaz Kala, our DSL and Prevent contact. Imtiaz has extensive experience in inclusion, safeguarding and radicalisation, and may offer short CPD sessions if there is enough interest.

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 but 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.