



TOTAL PEOPLE
LEADERS IN LEARNING®

SAFEGUARDING

Newsletter for
employers,
learners and
coaches

**FEBRUARY -
MARCH 2026**

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



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WELCOME

Welcome to our Safeguarding Newsletter, published every two months for our learners, their employers and our Total People colleagues. Each edition shares essential updates, guidance and resources to help keep our community safe, supported and empowered.

As we move into a new year, this issue places a special focus on mental health and wellbeing. Over the past two years of producing this newsletter, we've seen just how important it is to talk openly about mental health, reduce stigma and ensure everyone knows where to find support. With mental health challenges becoming increasingly common, it has never been more vital to understand how we can look after ourselves and each other.

In this edition, we explore practical wellbeing strategies, highlight self-care approaches, and signpost trusted support networks and professional services. We also reflect on how open conversations can strengthen resilience, foster connection and create safer learning and working environments for all.

Whether you are a learner, employer or colleague, we hope the resources in this issue help you build confidence in supporting mental health both personally and within your wider community.

If you have ideas or suggestions for future content, we'd love to hear from you:

communications@totalpeople.co.uk



MENTAL HEALTH AND WELLBEING

Last November colleagues across Total People and MOL attended a 2 day Mental Health First Aid course to improve awareness and confidence around wellbeing.

Following on from this, this edition is dedicated to promoting and showcasing all that is available in promoting good mental health and wellbeing for staff and learners.

Statistics:

At any given time 1 in 6 of us will have symptoms associated with poor mental health and wellbeing, whilst 1 in 4 people experience poor mental health each year. 72 million days are lost in work and it costs billions for employers, highlighting why we need to talk about mental health.

The number of people with common mental health issues has risen by 45% between 1993 and 2023. That's a big increase.

(Source: Mind Website 2024)

So, what do we know about mental wellbeing and ill health:

- It is common
- There is stigma and negativity attached to it
- People are not well-informed
- Professional support is not always available straight away.

(Source: Mental Health First Aid)

As a result, we must all try and do the best we can with our own self-care to manage our mental wellbeing.

This newsletter can help to address the above bullet points.

What is mental health and mental ill health:

Poor mental health can have a negative impact on the way we think and, depending on the severity, can impact a person's wellbeing and ability to function.

Whatever the issue, support is out there to help and this newsletter provides some helpful signposts as well as some strategies for improving mental health.

THE STRESS BUCKET

It is important that we all manage our wellbeing as best we can and use different good ways to reduce stress.

The stress bucket below shows how the bucket can fill up and what we can do to keep it from overflowing.

Question: What do you do to keep your bucket from overflowing?

Discuss the stressors and good strategies with your coach/tutor.

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).



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.

The stress bucket represents your capacity to handle stress, pressure, and challenges in your life. Above the bucket are rain clouds (stressors) — the aspects that are causing you stress and gradually filling up your bucket. Everyone's stress bucket and rain clouds are different.

Rain clouds can be expected and others take you by surprise, and the amount of rainfall can also vary. If the rain clouds don't go away, your bucket could exceed capacity and overflow — resulting in stress.



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.



SUPPORTING OTHERS THROUGH TALK:

Every mind matters and so one of the key ways to manage your mind is to talk.

www.nhs.uk/every-mind-matters/mental-wellbeing-tips/how-to-talk-about-your-mental-health/

The above NHS website signposts you to how to start the conversation with tips and plans to move it forward. Also, we have begun using the following technique called ALGEE.

- A – If someone approaches you or you approach someone
- L – Listen non-judgmentally
- G – Support and reassure
- E – Encourage them to get help from the GP, NHS, counsellor, etc
- E - Encourage them to take care with hobbies, interests, volunteering, etc

What does ALGEE mean?

The MHFA Action Plan has five steps, which can be used in any order for a non-crisis situation.



Other ways to help with self-care include the five ways to wellbeing support in the MIND website - see below.

Building self-care into your life helps massively with our mental wellbeing and can support mental ill health by having protective things to do and being more resilient.

The evidence overwhelmingly shows that talking about mental health has a number of positive benefits. For example, research shows that talking about mental health can reduce stigma and improve understanding of mental health issues. This can lead to more positive attitudes towards mental health,

which can, in turn, lead to better access to services and support for those who need it. Talking about mental health can also reduce feelings of isolation and increase feelings of connection and support for those struggling with mental health issues.

The words we use are very important, so if you find yourself talking to someone about mental health, read this first. It explains words, jargons etc to avoid.

[Talking about mental health | Mental Health Foundation](#)

[5 Ways to Wellbeing | Mind](#)

Faith and Mental Health Support Links:

[Mental Health Foundation](#)

[Mental Health UK - Forward Together](#)

[MIND](#)

[NHS](#)

[Andys Man Club](#)

[Women's Mental Health](#)

[Hub of Hope](#)

Kooth and Qwell: Online support for under and over 18s

[Kooth](#)

[Qwell](#)

In all organisations there will be workplace support available. Reach out to your HR team and they can guide you to:

- Telephone lines
- Signposting
- GP/med
- Counselling
- Workplace support
- Occupational Health
- Support groups.

At the LTE Group for staff, we have the following:

'Thrive Wellbeing Portal' where staff can get support on the 6 pillars of wellbeing:

1 Social

2 Environmental

3 Mental

4 Financial

5 Physical

6 Personal Growth.

Speak to your line manager or visit the LTE HUB where it is easily signposted. Our HR lead Sophie England and Lisa Good are always available if you need them.

[Faith and mental health](#)

This newsletter does not promote any faith but mentions that faith can help people with their wellbeing. The Royal College of Psychiatrists explains how spirituality can sometimes be an important part of someones life and how it can offer real benefits for mental health. The article is in the link above.

In addition, there are many sites for different spiritual needs so have a look and see what these can do for you IF you think that you may benefit from them.

INCLUSION

FOCUS ON KEY EVENTS

FEBRUARY

February is UK national heart month, LGBT+ history month and raynaud's awareness month.

Religious/cultural

1	Triodion begins Orthodox Christian
2	Imbolc/Candlemas Wicca and Pagan
3	Lailat al Bara'ah Islam
4	Thippabaram Hindu, Tu BiShvat Judaism
6	Setsubun-sai Shinto
6	Sunday of the prodigal son Orthodox Christian
11	St Caedmon English Christians
14	Saturday of souls Orthodox Christian
15	Meatfare Sunday Orthodox Christian
15	Nirvana day Buddhists
17	Maha Shivaratri Hindu
17	Shrove Monday Christian
18	Shrove Tuesday Christian
19	Ash Wednesday Christian
21	Losar, Tibetan New Year Buddhists
22	Feast of the chair of Saint Peter Catholic Christian
22	Cheese-fare Sunday Orthodox Christian
23	Great Lent begins Orthodox Christian

23	Phalguna ashtahnika begins Jain
25	Rohini vrat Jain
25	Feb / 1 March – Intercalary days Bahá'í
28	Magha Puja Buddhists
28	Saturday of souls Orthodox Christian

Awareness and events

1	World hijab day
2-8	World interfaith harmony week
4	Time to talk day
5-11	UK eating disorder awareness week
6	International day for zero tolerance to female genital mutilation
15	Children's mental health week
17	International day of women and girls in science
18	Red hand day for child soldiers
20	Mother language day
20	World social justice day
27	International polar bear day
27	World human spirit day
28	Rare disease day

INCLUSION

FOCUS ON KEY EVENTS

MARCH

March is prostate cancer awareness month, ovarian cancer awareness month, Marie Curie's great daffodil appeal month and women's history month.

Religious/cultural

1	St David's day Christian
1	Feast of Orthodoxy Orthodox Christian
2	Nineteen-day-fast begins Bahá'í
2	Holika dahan Hindu
2	Phalguna chaudas/chaudas Jain
2	Ganesh Jayanti Hindu
3	Hina matsuri Shinto
3-10	Maha shivaratri Hindu
4	Purim Judaism
5	Hola Mohalla Sikh
8	Vasantpanchami Jain
10	Lankanshi (new year) Chaduyan
10	Holi Hindu
10-20	Hamaspahmaidyem/pari Zoroastrian
14	Mothering Sunday Christian
19	St Joseph's day Catholic Christian
20	Vernal equinox
20	Ostara Wicca and Pagan
20	Week of Prayer for Christian Unity Christian

20	Mabon Wicca and Pagan
21	Naw-Ruz Bahá'í / Bahá'í New Year
25	Annunciation of the Lord Catholic Christian
25	Annunciation to the Theotokos Orthodox Christian
25	Annunciation of the Virgin Mary Christian
26	Khordad sal Zoroastrian
29	Rama navami Hindu
29	Palm Sunday Catholic Christian
29	Mahavir Swami jayanti Jain

Awareness and events

1	World hearing day
1-7	Eating disorders week
1-10	UN's CSW conference
6	International women's day
12	Mother's day
15	World consumer rights day
21	Elimination of racial discrimination day
21	World down syndrome day
21	International day for elimination of racial discrimination



POWER IN PARTNERSHIP

In this edition we also look at the great work that one of our partners does for its learners. They do a lot of work on study programmes and supporting young learners to be resilient.

PIP launched the Skills Shed two years ago in response to young people having little opportunity to test skills prior to making choices at college and their skills shed became a huge instant success.

The young people may have several barriers to engagement but this is used as a way to make the curriculum offer exciting and practical. The Skills Shed is an old police station dating back to the 1700s and has seven cells each with its own skills - music, painting and decorating, sewing, IT, mechanics, bikes, gaming etc.

The students really enjoy their time there and we can promote their engagement in English and maths and main aims through their attendance.

Claire Bradbury CEO and founder at PIP said:

“The skills shed has been a huge success, namely because the young people enjoy having a go at skills they may never have experienced before. One young person said since he had had a go at plastering, he now felt he wanted that as his career goal.”

Many young people do not get the opportunity to trial skills prior to making choices on progression routes and the skills shed promotes those goals and aspirations.

You may be wondering how these courses help young people.

Well, if they are studying and doing what they like to do, it gives them confidence in a safe place. This in turn helps their learning and as Claire says, *‘it promotes their goals and aspirations’*.

Well done to PIP learners and their staff.



A glimpse into the cells where learners now study and learn – Thanks to PIP staff.

BRITISH VALUES AND PREVENT



Holding regular CPD sessions with staff on this agenda is very important as you never know when a reflective discussion in teams can lead to staff taking the learning to apprentices, who then apply it into their employment place. This is because there are many young people and adults who fall into extremism, and they have mental wellbeing/ill health and/or learning needs. So, it is important that we keep good mental health to avoid being targeted by extremists.

Question: why can people with 'mental ill health and learning needs' be more susceptible to extremism? Have a discussion with your coach and note it in progress reviews. Use the critical thinking questions below to help you think.

Research to build resilience:

One way that people can groom vulnerable people is on the internet. On February 10 2026 we have Internet Safety Day. This year it is on safe Artificial Intelligence usage. Remember, the internet can be good for mental health and it can also be very tricky for people with mental health issues to be groomed/tricked online, so do your research to use the internet safely.

[Safer Internet Day 2026](#)

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 enough 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 area of inclusion, safeguarding and radicalisation.



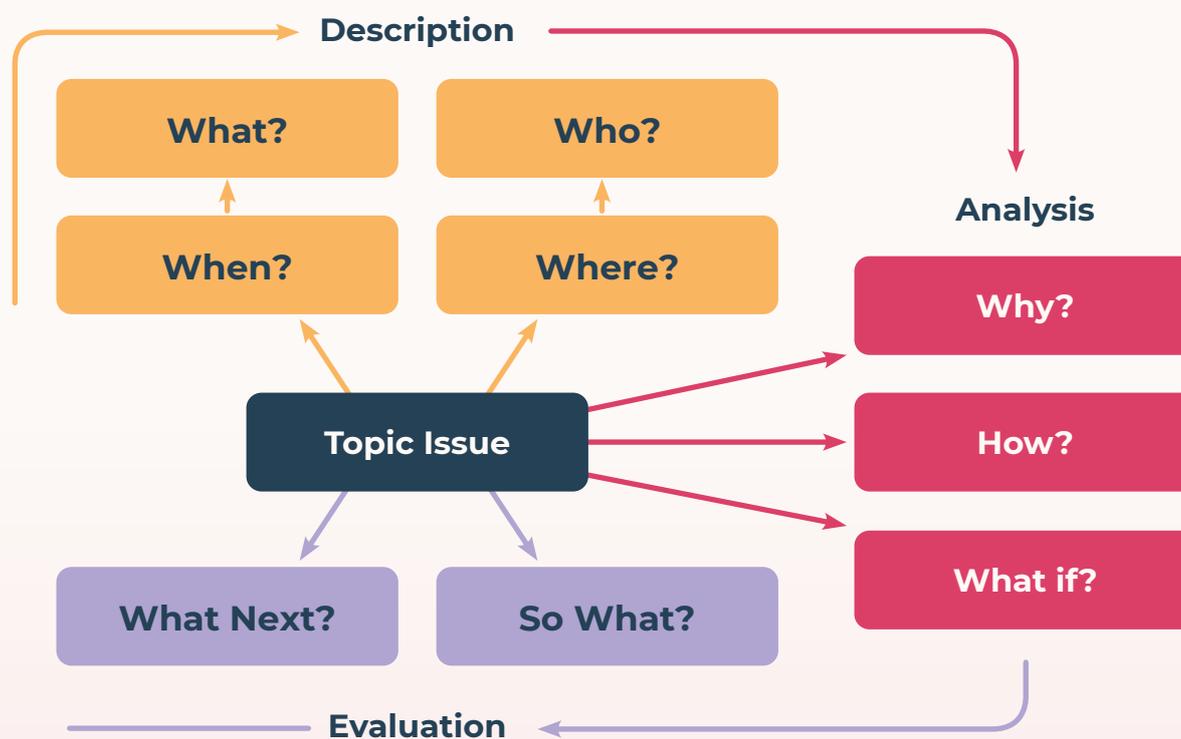


DEVELOPMENTAL

Coaching and critical thinking

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

What's on your mind?



Learn something new every day:

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

How can learners work on these areas to push themselves to be successful learners? Choose an area and discuss with your coach, manager, or place of work.

BRITISH VALUES AND PREVENT



Remember, mastering these questioning skills builds resilience and your understanding of the British Values. Thinking critically also helps us avoid 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 – Ofcom2024.](#)

Report on disinformation.

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

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

[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:



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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.