

SAFEGUARDING

**NEWSLETTER
FOR EMPLOYERS,
LEARNERS AND COACHES**



AUGUST-SEPTEMBER 2026

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INTRODUCTION

Welcome to the August-September edition of our Safeguarding Newsletter, created for learners, employers and colleagues across Total People.

In this issue, we focus on spiking and how you can protect yourself when out and about over the summer.

We also explore World Suicide Prevention Day, which is coming up on 10 September, and share links and resources to help us talk better about our own and other people's mental health.

As always, this newsletter is designed to support open conversations, build awareness and help you feel confident in recognising and responding to safeguarding topics. If you have ideas or suggestions for future content, we'd love to hear from you:

communications@totalpeople.co.uk



SPIKING

Some of us will be out more over the summer, enjoying concerts, nights out, sports etc. Whilst social events help with our wellbeing, there are dangers when attending these events. One such risk is spiking, which can affect people of all ages.

The law states that:

“it is a crime to maliciously administer, cause to administer or cause to be taken by any other person any poison or destructive or noxious thing, such as to endanger their life, cause them grievous bodily harm, or intentionally injure, aggrieve, or annoy them.”

Examples of spiking include:

- putting alcohol into someone’s drink without their knowledge or permission
- putting prescription or illegal drugs into someone’s alcoholic or non-alcoholic drink without their knowledge or permission
- injecting someone with prescription or illegal drugs without their knowledge or permission
- putting prescription or illegal drugs into someone’s food without their knowledge or permission
- putting prescription or illegal drugs into someone’s cigarette or vape without their knowledge or permission.

How to protect yourself against spiking

- Plan your night out, including your journey there and back
- Make sure the venue you are going to is licensed – venues are required to take steps to ensure the safety of their customers
- When going to a pub, club or party, avoid going alone. Friends can look out for one another
- Be aware of what’s going on around you and keep away from situations that make you feel uncomfortable
- Think very carefully about whether you should leave a pub, club or party with someone you’ve just met
- Make sure your mobile phone has plenty of charge in it before you leave home and keep your mobile safe and accessible.

[Spiking – how to protect yourself on a night out | FRANK](#)

There are many websites to help you understand that laws and protection against spiking. Do your research and help yourself and others whilst having fun.

SEXUAL HARASSMENT

Learners and colleagues are reminded of the requirement to conduct themselves in a respectful manner with, and to, all other learners, colleagues and visitors.

The Worker Protection Amendment came into effect in 2024 and is further strengthened by the Whistleblowing Protection introduced in 2026.

The steps you can take include:

- making it clear to everyone who works with you, works for you or uses your services that you will not tolerate sexual harassment
- encouraging workers, learners and colleagues to report any incidents of sexual harassment
- encouraging workers, learners and colleagues to report situations where they felt at risk, even if nothing happened
- setting standards of behaviour for work social events or ensuring that organisational values make harassment intolerable
- having someone at senior level ensure the organisation is taking steps to prevent sexual harassment.

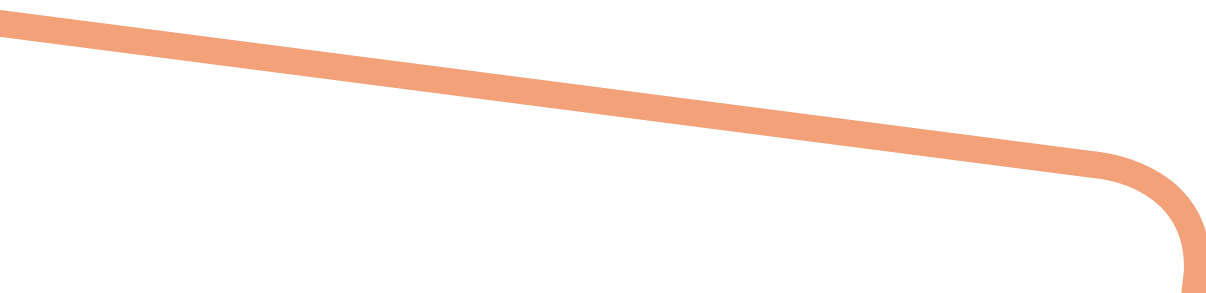
Learners should be aware of current legislation, know what constitutes sexual harassment at work and familiarise themselves with any workplace policies.

These external links are simple and easy to follow:

[What Sexual Harassment Is - Sexual Harassment - Acas](#)

[The Law - Whistleblowing at work - Acas](#)

acas working
for everyone



THE STRESS BUCKET

Every mind matters: supporting others through talk

NHS How to Talk About Your Mental Health

Building self-care into our lives 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 several 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, jargon etc. to avoid.

Talking about Mental Health

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

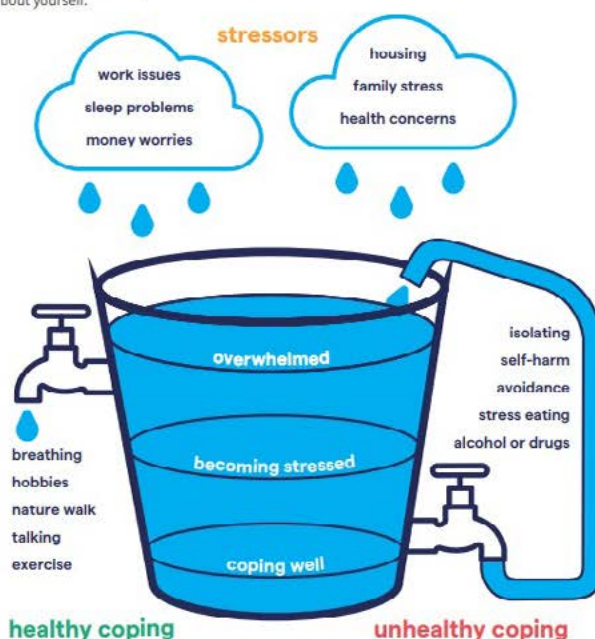
- Avoidance, isolation, and withdrawal
- Using alcohol or drugs to numb emotions
- Over-analysing issues or over-focusing
- Over-working, over-spending.

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.

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

Building self-care into your routine can greatly support mental wellbeing. It can also help protect against poor mental health by strengthening resilience and encouraging positive coping strategies.

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 for those struggling with mental health issues.

The words we use are very important. [Follow this link](#) to the Mental Health Foundation website that explains words or jargon to avoid when talking about Mental Health. Other ways to self-care include the '[5 Ways to Wellbeing](#)' on the MIND website.

Useful links for self care and wellbeing support.



INCLUSION

FOCUS ON KEY EVENTS

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 begins (<i>Orthodox Christian</i>)
4	Arba'een (<i>Islam</i>)
6	Feast of transfiguration (<i>Catholic Christian</i>)
6	Transfiguration of the lord (<i>Orthodox Christian</i>)
7	Guru Har Krishan jayanti (<i>Sikh</i>)
8	Rohini vrat (<i>Jain</i>)
8-17	Muktad (Fravardeghan days) (<i>Zoroastrian</i>)
10	Feast of saint Lawrence (<i>Christian</i>)
13-15	Obon (<i>Buddhist and Shinto</i>)
15	Assumption of Mary (<i>Catholic Christian</i>)
15	Dormition of the Theotokos (<i>Orthodox Christian</i>)
16	Onam begins (<i>Hindu</i>)
22	Feast of the queenship of Mary (<i>Catholic Christian</i>)
24	Feast of saint Bartholomew the apostle (<i>Christian</i>)
26	Mawlid al-Nabi (<i>Islam</i>)

Religious/cultural

27	Ullambana (hungry ghost festival) (<i>Buddhist</i>)
28	Raksha bandhan (<i>Hindu</i>)
28	Dormition of the mother of God (<i>Orthodox Christian</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

FOCUS ON KEY EVENTS

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>)
1	First installation of the Guru Granth Sahib (<i>Sikh</i>)
4	Krishna janmashtami (<i>Hindu</i>)
4	Rohini vrat (<i>Jain</i>)
8	Feast of the birth of the virgin Mary (<i>Christian</i>)
8	Nativity of the Theotokos (<i>Orthodox Christian</i>)
8	Paryushana parvarambha (<i>Jain</i>)
12	Guru Grinth Sahib jayanti (<i>Sikh</i>)
12-13	Rosh Hashanah (<i>Judaism</i>)
12-16	Paitishahem gahambar (<i>Zoroastrian</i>)
14	Feast of the cross (<i>Christian</i>)
14	Ganesh chaturthi (<i>Hindu</i>)
15	Samvatsari parva (<i>Jain</i>)
21	Feast of Saint Matthew (<i>Christian</i>)
21	Yom Kippur (<i>Judaism</i>)
23	Mabon (<i>Wicca and Pagan</i>)

Religious/cultural

23	Autumnal equinox day (Shüben no Hi) (<i>Shinto</i>)
24	Pavarana (<i>Buddhist</i>)
25	Anant chaturdashi (<i>Hindu</i>)
26	Pitri paksha begins (<i>Hindu</i>)
26 Sept - 2 Oct	Sukkot (<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
23	Autumn equinox
23	Bi Visibility Day
23	International day of sign languages
28 Sept - 4 Oct	UK National Inclusion Week



SPOTLIGHT

WORLD SUICIDE PREVENTION WEEK

Thursday 10 September sees a focus on the important issue of suicide.

The issue of suicide is a matter for serious reflection as it affects 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).

If you need to talk, please reach out to your Learning Coach, Sector Manager or contact Imtiaz Kala – the DSL at Total People. Contact details are at the end of this newsletter.



SPOTLIGHT

REFLECTIVE THINKING

Reflective thinking for Learning Coaches and Learners

Use this meeting to look at the issues behind suicide and what support is available in the UK.

If any learner or colleague is affected by this topic then please reach out, whether that's within your place of work, to your coach, to the Total People safeguarding 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



PAPYRUS



CRISIS TEXT LINE |



SPOTLIGHT

EDI IN ACTION

In June, our DSL and EDI lead Imtiaz Kala visited the adult learners at Manchester Cycling Centre and took part in their EDI presentations. It was a pleasure to see learners feel that they belong, feel included and celebrate diversity in all its forms.

The learners showed great insight into their lived experience of inclusion and were very good at giving examples of EDI through the course and how it could link into the world of work.

Learners are reminded of the Equality Act (EA) 2010 and the legal duty to NOT discriminate against people directly or indirectly, or harass/victimise anyone just because of their 'Protected Characteristics'.

[This worksheet](#) can be expanded upon if learners wish to learn about the EA and how it links to their place of work.



Photos taken with permission of the group.



BRITISH VALUES AND PREVENT

Learners are reminded of the change in risks in the UK around young people and adults at risk of radicalisation.

Remember, radicalisation means:

‘the process through which a person comes to support or be involved in extremist ideologies. It is in itself a form of harm’, whilst ‘xtremism is defined by the Home Office as anyone who shows ‘vocal or active opposition to fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs’.

These terms are key to learn as it does not prevent free speech as long as learners do not go against the British Values and keep within the ‘Rule of Law’.

GET HELP FOR RADICALISATION CONCERNS - [GOV.UK](https://www.gov.uk)

What is it? – [ACT Early](#)

This website touches upon the different risk threats:

- Incel
- Religious extremism
- Extreme right wing
- Violent extremism
- Mixed and unclear ideology.

We should also consider antisemitic and anti-Muslim hatred where we are seeing more and more extremist views.

As critical thinkers, it is important that you know what to do if you are worried about radicalisation or extremism in work or in the

community.

Remember Action Counters Terrorism (ACT) and you should:

- Notice
- Check
- Share your concerns.

The links above can help and you can also notice and check your concerns with your:

- Learning Coach
- Curriculum Manager
- DSL team at the bottom of this newsletter.

You can also submit a concern on OneFile or visit the [Safeguarding page](#) on the Total People website.



BRITISH VALUES AND PREVENT

CRITICAL THINKING ON SOCIAL MEDIA

Critical thinking on social media – many people spread lies and aim to radicalise people.

DEFINITION:

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

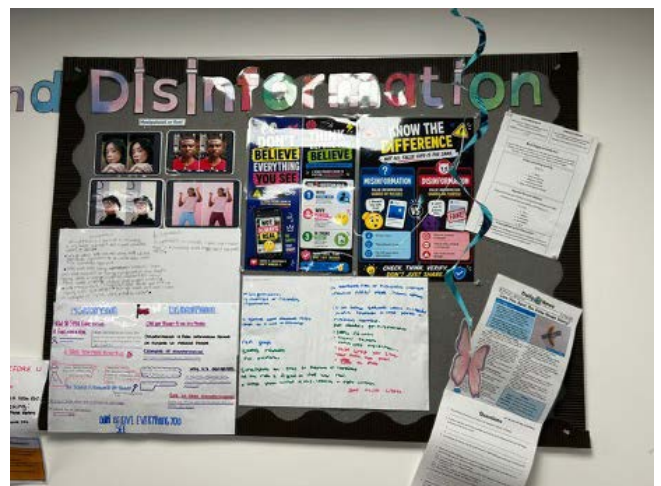
THE LAW:

Online Safety Act (2023)

This legislation includes the False Communications Offence (Section 179) which makes it 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 and use the internet safely.

Learners are reminded to spot the signs on false information AND also not to share, comment, add or write information that they know to be false.



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



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.