



**SAFEGUARDING
- THE LATEST
UPDATES FOR
LEARNERS,
EMPLOYERS AND
COLLEAGUES
AUG - SEPT 2023**

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





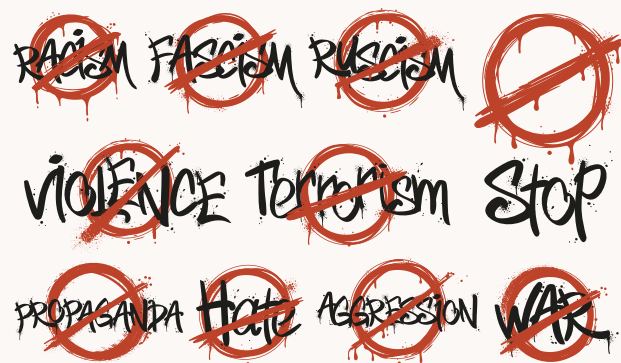
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WELCOME TO THE SECOND EDITION OF OUR NEWSLETTER

This newsletter has been designed to provide information and promote discussion and is aimed at all our learners, employers, partners and Total People colleagues.

In this edition we shine the spotlight on radicalisation and extremism.



Key terms:

Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

Radicalisation: refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Terrorism: is an action that endangers or causes serious violence to a person / people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious, or ideological cause.

Source: KCSE 2022

PREVENT

Prevent is a fundamental aspect of safeguarding and is one of the four elements of the UK's Counter Terrorism Strategy (CONTEST). CONTEST aims to reduce the risk posed by terrorism. The four Ps of CONTEST which underpin the strategy are:



Prevent: to stop people becoming terrorists or supporting terrorism



Pursue: to stop terrorist attacks



Protect: to strengthen our protection against a terror attack



Prepare: to mitigate the impact of a terror attack

HM Government, 2018

The Prevent Duty is focused on the element of prevention and has three clear aims, which are:

- respond to the ideological challenge of terrorism and the threat we face from those who promote it
- prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- work with sectors and institutions where there are risks of radicalisation that we need to address.

Home Office, 2021

Total People have a legal responsibility to fulfil the Prevent duty and are committed to creating and maintaining a safeguarding culture.



EXTREMISM ON THE RISE IN THE UK

In the UK there are many types of extremism and two on the increase are 'right wing extremism' and the 'Incel' movement.

'Right wing extremists' call for harm and violence against others of different races, ethnicities, and religions, whilst 'incel' extremists call for harm and violence against women.

Incels may share similarities with extreme right-wing groups.

Both groups attribute society's ills to social liberalism, women and ethnic minorities. Racial hatred and far right extremisms are also common in some online incel forums.

There are many types of extremism; anyone can be affected by extremism.

Public safety

Since the Manchester Arena attack in 2017, public safety has also become a key area of focus in public venues to improve security, be more prepared, and be ready to respond in the event of an attack.

The Government has published new draft legislation called 'Martyn's Law'; this law is a tribute to Martyn Hett who was one of the 22 victims who lost their lives in the attack. One of the main aims of Martyn's Law is to 'make sure crowded places are better protected and more prepared and make the terrorists' job that bit harder.' Ref: <https://www.gov.uk/government/news/martyns-law-progresses-as-government-publishes-draft-legislation>



What to look out for and what to do:

Some possible signs and indicators:

- Depressed / withdrawn / isolated.
- Feeling under threat.
- Being influenced or controlled by a group.
- Desire for political or moral change.
- Need for identity, sense of meaning / belonging.
- Mental health issues.
- A desire for status / a need to dominate others and control.
- Change of appearance.
- Feelings of injustice.

Some examples of what may increase vulnerability to radicalisation.

- Period of transition.
- Social isolation.
- Age / naivety.
- Addiction.
- Poor education.
- Mental health issues.
- Developmental disorder.
- Economically disadvantaged.

What to do

If anyone has any concerns around any form of extremism / radicalisation then they MUST...

- Share concerns with a relevant person, such as a Total People Learning Coach, or a member of the Total People Safeguarding Team
- Follow Total People and employer / organisation policies and procedures as appropriate.

At Total People we have a dedicated team of Designated Safeguard Leads who can follow up any extremism issues with the relevant local authority / Channel service.

If there is an immediate threat or concern, please call 999.

Reference: act.campaign.gov.uk

What to do

Email: safeguarding@totalpeople.co.uk

Click [HERE](#) to be taken to a safe reporting form that will be automatically sent to Total People's Safeguarding Team.



Remember: learners and employers can also contact their dedicated Total People Learning Coach at any time.

Anyone can report concerns / suspicious activity directly to ACT. There is an App that can be downloaded. Read more about ACT [here](#).

Additional resources:

For employers and coaches wanting more information or training around Prevent then there are some great free resources. You may be interested in the Government's free online training course. There are different courses depending on your role and level of knowledge. Click on the image below to find out more.







For anyone with specific safeguarding responsibilities, this may be a useful resource for you: [The Prevent duty: an introduction for those with safeguarding responsibilities - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/prevent-duty-an-introduction-for-those-with-safeguarding-responsibilities)



BRITISH VALUES

In the United Kingdom we follow the key British Values of:

-  Democracy
-  Follow the 'Rule of Law'
-  Promote liberty & freedom of speech, and
-  Show respect and tolerance to people with different beliefs.



Thoughts for the day for learners

How do you as a learner work to these values in and out of the workplace? What are your personal values and do they align to these?

- There may be people that we are concerned about who don't follow these values AND show hatred wanting to harm or cause violence against others. Their values go against our British Values as mentioned above.
- At Total People we embed learning about British Values into all our programmes. This may include activities, discussions and debates built into training sessions, discussions during progress reviews or signposting to additional material such as enhancement courses on OneFile.
- Lastly please note that Imtiaz Kala at Total People is the Designated Safeguard Lead.








MENTAL HEALTH AND WELLBEING - OUR PROFESSIONAL SERVICES AND CHILDCARE SECTORS SHARE THEIR THOUGHTS

Clare, our Professional Services Learning Coach, provides her top tips to manage her wellbeing as well as ways in which she supports learners. Clare recently commenced working for Total People and uses these tips to manage the priorities and deadlines of her role and that of supporting her learners. Learners, coaches and employers alike can use some of these tips as appropriate.

Please note where employers have their own wellbeing / HR support in place, those should be accessed first.

Clare follows these top tips for wellbeing when working away from the office / working remotely.

-  1. Stick to a routine
-  2. Have a dedicated workspace
-  3. Take a break
-  4. Be kind to yourself
-  5. Stay connected with someone or something during the day.

Clare advises to visit the MIND website should learners or colleagues wish to get more information: <https://www.mind.org.uk/workplace/mental-health-at-work/mental-health-and-working-remotely/>



Simone our Childcare Curriculum Performance Manager shares some examples of practices used to safeguard the wellbeing of colleagues, learners, and children, especially within Early Years settings. Her team holds regular team meetings, one-to-ones with staff, and uses research / case studies to educate the coaches on safeguarding arrangements. An example is the Statutory Framework for Early Years (2021) that provides clear guidance and includes responsibilities for:

- Colleague training
- Key persons
- Colleague: child ratios
- Medicines
- Food & Drink
- Accidents/Safety
- Premises and space for children.

These arrangements help to minimise the safeguarding risks for children as well as providing structure for apprentices / colleagues, and subsequently supporting wellbeing. It is very important that employers follow statutory rules that support apprentices to keep them and young children safe from ‘harm’ and provide ‘safe and effective care’.

Simone also helps her colleagues to focus on health and wellbeing by introducing announcements that relate to their particular vocational area. Every eight weeks a new announcement appears on Total People’s OneFile system, with a focus for the learner’s progress review. These help to support the conversations during the progress reviews and help to embed safeguarding into the learner’s wider curriculum. Learners are sent research articles to read and learn from and prepare for reviews. This is an effective way to generate some critical questioning.

Thoughts for learners:

-  How is your mental health and wellbeing being supported at Total People and in your place of work / work placement?
-  At your workplace who can provide help and support you in relation to your wellbeing? Are there any resources you can access for help if you need to?

INCLUSION ALL ROUND - FOCUS ON KEY EVENTS MODERN BRITISH SOCIETY - RESPECT AND TOLERANCE

August is spinal muscular atrophy awareness month.

Religious/cultural	Awareness and events
1 - Lammass Christian	9 - International day of the world's indigenous people
1 - Lughnasadh: Wiccas and Pagans	19 - World humanitarian day
1 - Fast in honour of the holy mother of the lord Jesus Orthodox Christian	22 - International day commemorating the victims of acts of violence based on religion or belief
2 - The 15th of Av * Judaism	23 - International day for the remembrance of the slave trade and its abolition
6 - Feast of transfiguration Christian	
6 - Transfiguration of the lord Orthodox Christian	
10 - Feast of Saint Lawrence Christian	
13-15 - Obon ** Buddhist	
15 - Assumption of Mary Catholic Christian	
15 - Dormition of the Theotokos Orthodox Christian	
22 - Feast of the queenship of Mary Catholic Christian	
24 - Feast of Saint Bartholomew the Apostle Christian	
29 - Beheading of Saint John the Baptist Christian	
30 - Raksha Bandhan Hindu	

September is sickle cell awareness month, childhood cancer awareness month, blood cancer awareness month, world Alzheimer's month and urology awareness month.

Religious/cultural	Awareness and events
7 - Krishna Janmashtami ** Hindu	10 - World suicide prevention day
8 - Feast of the birth of the virgin Mary Christian	15 - World Afro day's 'big hair assembly'
8 - Nativity of the Theotokos Orthodox Christian	18 - International equal pay day
11 - Paryushana Parvarambha begins ** Jain	21 - World Alzheimer's day
14 - Feast of the cross Christian	23 - Autumn equinox
16-17 - Rosh Hashanah * Judaism	23 - Bi visibility day
18 - Fast of Gedaliah Judaism	23 - International day of sign languages
19 - Ganesh Chaturthi Hindu	25 Sept-1 Oct - UK national inclusion week
19 - Samvatsari Jain	
21 - Feast of Saint Matthew Christian	
23 - Mabon Wiccas and Pagans	
25 - Yom Kippur * Judaism	
27 - Mawlid al-Nabi * Islam	
28 - Meskel Ethiopian Orthodox Christian	
28 - Anant Chaturdashi ** Hindu	
29 - Feast of Saint Michael and all angels Christian	
30 Sept-6 Oct - Sukkot * Judaism	

For our Christian learners there are a number of key events occurring in August. If there are colleagues and learners of the faith please be mindful of these events. Hindu learners will be engaging in Raksha Bandhan, an event that focuses on the love and duty between brothers and sisters. Family ties provide a good way to build ‘resilience and protective factors’ in life.

Be mindful of ‘world suicide prevention day’ on the 10th of September. Mental health UK, like many organisations will be supporting this important awareness raising day.

Did you know?

‘The latest UK suicide figures show that on average just under 6,000 people take their own lives every year. Three-quarters of them are men.’

‘Many of us suffer from suicidal thoughts – 1 in 5 in fact, according to a recent NHS [digital survey](#). Research shows that thoughts of suicide can be interrupted – for instance by talking to an organisation like [Samaritans](#) which helps people develop strategies to manage these thoughts when they intrude.’

Reference – [England.nhs.uk](#)

[World Suicide Prevention Day - Mental Health UK \(mentalhealth-uk.org\)](#)

Click on the images below to access more information / support.

The stay Alive app, developed by Grassroots Suicide Prevention, is a suicide prevention resource for the UK, packed full of useful information and tools to help you stay safe in crisis.

Share these events as appropriate, sharing events like these links to ‘respect, tolerance and liberty / freedom’ as part of the British Values themes. Learners can research these events and days to promote their cultural and social capital living in modern British society.

KEEPING LEARNERS SAFE AT WORK
- THE RULE OF LAW

Did you know?

Learner safety at the place of work is covered under the Health & Safety Act 1974. There is a clear partnership between Total People / MOL, the employer and the learner to ensure that we minimise the H&S risks for learners.

THE EMPLOYER	TOTAL PEOPLE	THE APPRENTICE
<div>Primary responsibility for H&S, including providing:<ul style="list-style-type: none">• Induction• Instruction• Supervision• Training• Personal protective equipment (PPE)• Appropriate policies and procedures• Safety checks and risk assessments• Ability to report any accidents / incidents or near misses involving any learners to Total People directly• Information about any equipment you are not allowed to use (prohibited from using).</div>	<div>As your training provider, Total People is responsible for:<ul style="list-style-type: none">• Checking your employer’s arrangements for health and safety• Making sure you are safe at work and at training• Checking your understanding of H&S practices and making sure that you have been inducted and trained as required• Reporting any accidents or near misses via Total People’s online reporting tool.</div>	<div>You are responsible for:<ul style="list-style-type: none">• Following all policies and procedures• Following instructions and guidance provided by your employer and Total People• Wearing any PPE you are provided with• Not completing any tasks / using any equipment you are prohibited from using• Asking, if you are unsure of anything• Letting us know if you feel unsafe• Reporting any accidents, incidents or near misses you are involved in to your Learning Coach straight away.</div>

DID YOU KNOW

That just recently a company was fined £200,000 when a worker’s arm was pulled into a lathe, breaking it in two places. This is why following H&S policies and the ‘Rule of Law’ is vital.

Visit the link below for more learning:

[Health & Safety at Work | Factsheets | CIPD](#)

YOUR VOICE - PROGRESS REVIEWS - DEMOCRACY AT WORK FOR LEARNERS

Progress reviews are a vital way for learners to record their views, wishes and feelings as they meet their learning coach over set periods on their journey. This is also a great opportunity to discuss their welfare, wellbeing and also their understanding of safeguarding, British Values and their role within 'modern British society'.

Reviews provide an opportunity to reflect on all aspects of the programme:

- What progress has been made against **all aspects** of the programme? How do we know this progress has been made?
- What is next? How will this be achieved? Why is it important?

The Total People team are regularly reviewing the quality of reviews to ensure that learners' reviews are taking place and that they are of the quality that is expected, promoting learner welfare and British Values knowledge.

NEXT STEPS



Who to contact if you need help and support

There are a number of ways you can ask for some help and support. You could contact your Learning Coach or speak to your workplace manager or mentor.

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.



Designated Safeguarding Lead:
Imtiaz Kala
Tel: 07971 659 802
E: ikala@totalpeople.co.uk



Prevent Single Point of Contact
Imtiaz Kala
E: ikala@totalpeople.co.uk



Deputy Designated Safeguarding
Lead: Simone Healey
Tel: 07971 659 832
E: shealey@totalpeople.co.uk



Total People Board
Catherine Hill OBE
Designated Lead for Safeguarding



Teaching and Learning Manager:
Sophie Hayes
Tel: 07971 659 832
E: shayes@totalpeople.co.uk

You can also ask for help or support by contacting our safeguarding team directly via email or via our online reporting tool.

To report online visit www.totalpeople.co.uk/about/safeguarding/report-a-concern

Email: Safeguarding@totalpeople.co.uk

There is also an independent site called [Together All](http://TogetherAll.org) that you can join if you wish. It is anonymous and offers community-based support. Please note it is important to follow their 'house rules' to keep safe online. Click on the link to see whether this may be of use to you.

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.