



December 2025

Safeguarding Newsletter



The Safeguarding Team



Mark Soady

Designated Safeguarding Lead (DSL)
& Apprenticeships Head of Learner Services



Clare Stuart

Deputy DSL & Safeguarding Team Leader



Jaspreet Hothi

Prevent Lead & Safeguarding Specialist

Safeguarding Specialists



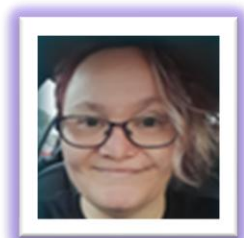
Alana



Jamie



Tina



Vix

Safeguarding support options, ways to access support at QA if you are worried for yourself or someone else:

- Call us on **07808 050273** or email [**safeguarding@qa.com**](mailto:safeguarding@qa.com)
- Complete a Safeguarding Self-Referral Form if the concern relates to you. [**Safeguarding Self-Referral Form \(Learners\) QA Ltd**](#)



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Safeguarding?

What is Safeguarding?

Safeguarding is the process of protecting people's health, well-being, and human rights, and enabling them to live free from harm, abuse, and neglect. It's especially important when working with children, young people, and vulnerable adults.



Safeguarding means protecting your right to live safely, free from abuse, neglect, exploitation, or harm. It's about making sure you feel safe and supported whether you're learning at work, online, or in training environments.

It covers: Physical safety, Mental health and Emotional wellbeing Protection from bullying, Discrimination, or Abuse, Online safety, Support with personal challenges.

Safeguarding applies to everyone!

Why You Shouldn't Be Put Off by Safeguarding.

We get it! words like "**safeguarding**" can sound serious or even intimidating. But here's the truth:

- **It's not about judging you.** It's about supporting you.
- **It's not just for emergencies.** It's there for everyday wellbeing too.
- **It's not a sign of weakness.** Asking for help shows strength and self-awareness.

Safeguarding is here to help you thrive not just survive.

Whether you're struggling with stress, worried about someone's behaviour, or unsure about something online, you deserve to feel safe and heard.



What to Do If You're Worried

If something doesn't feel right, trust your instincts. You can:

- Speak to your **Safeguarding Team at QA** or your **Tutor, DLC or Skills Coach**.
 - Use your organisation's **reporting channels**
 - Reach out to support services- links are at the end of this newsletter.
- Just talking to someone is a powerful first step.***

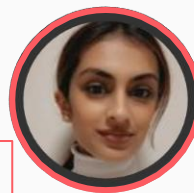
Remember:

- ✓ **Safeguarding is for you**
- ✓ **You're never wasting anyone's time**
- ✓ **You deserve to feel safe, respected, and supported**





Prevent



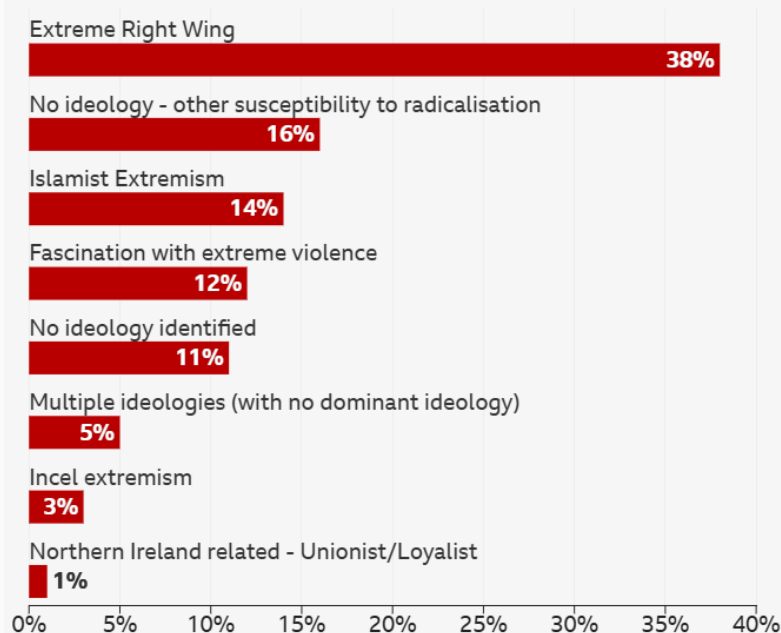
Jaspreet Hothi
Prevent Lead &
Safeguarding
Specialist

Record number of referrals made to anti-terrorism scheme

Scotland's terrorism prevention programme has seen a record number of referrals, after they increased by almost a half.

- 162 reports were made to Prevent in the year ending 31 March '25, compared with 114 the previous year - an increase of 42%.
- Males make up the majority at 89%, as well as those aged 15 to 20 who account for 40%. Children aged under 15 account for 37% of the referrals.
- The highest proportion of reports were made for extreme right-wing concerns.

Type of concern for referrals to Prevent in Scotland, 2024/25



Source: Police Scotland
Fascination with extreme violence includes mass casualty attacks (where no other ideology) **BBC**

The figures for the whole of the UK saw a total of 8,778 referrals made - up 27% from 6,922 the previous year.

Police Scotland said there was a significant increase in reports after the sentencing of Axel Rudakubana, who murdered three young girls at a dance class in Southport.

Talking Point: How might these changes affect frontline professionals in education, health, and local authorities?

Man jailed for possessing and distributing extreme right-wing material – Click [here](#) for news article.



British Values

+ Democracy + The rule of law
+ Individual liberty + Tolerance of those with different faiths and beliefs.

Individual Liberty: Freedom to Celebrate Your Way!

The festive season in the UK is often associated with Christmas lights, family gatherings, and traditions passed down through generations, but in a society built on **British Values**, this time of year is also a reminder of one of our most cherished principles: **Individual Liberty**.

Individual Liberty

Individual Liberty is the **freedom** to make **choices** about your life, beliefs, and actions—**within the law**.

It means you have the right to celebrate (or not celebrate) in a way that reflects your personal values, faith, or cultural background. In a diverse country like Britain, this principle ensures that everyone can enjoy the season in their own way.

Freedom & Respect

This December, let's celebrate more than traditions. Let's celebrate the **freedom** that allows us to **choose** those traditions—or create new ones. By respecting **Individual Liberty**, we uphold a value that makes Britain a truly inclusive society.

Workplace Examples

These practices show that respecting Individual Liberty isn't just a legal requirement—it's a way to build trust, inclusion, and a positive workplace culture.

Decorations: Allowing staff to decorate their workspace in a way that reflects their culture or beliefs—or to keep it neutral if they prefer

Events: Offering optional attendance at Christmas parties or seasonal lunches, so employees don't feel pressured to join if it conflicts with their beliefs.

Menus: Providing inclusive food options at workplace events, such as vegetarian, halal, kosher, and non-alcoholic choices, so everyone feels respected.

Leave: Supporting employees who may need time off for religious observances during December or early January, not just Christmas Day.

Freedom in Festive Choices

To celebrate or Not: Some people embrace Christmas traditions, others observe Hanukkah, Diwali, or simply enjoy winter without religious affiliation. Individual Liberty protects these choices.

Personal Preferences: From choosing what to eat and drink to deciding whether to attend parties or keep things quiet, liberty means respecting personal boundaries.

Expression of Beliefs: Whether you display a Christmas tree, light a menorah, or choose no decorations at all, these decisions reflect freedom of expression.





Regional Safeguarding

Face-to-face Crisis & Wellbeing Cafes open over the Festive period, including Christmas Day, Boxing Day and New Years Day

Scotland

Social Bite Café :

Edinburgh, 01313 530250

Aberdeen, 01244 981863

Glasgow, 01312 208206

Northwest England

Café 71, Chester, 01244 393139

Crewcial Café, Crewe, 07587 507281

Weston Hub, Macclesfield, 08007 456485

Midlands

Safe Havens, Surrey & Hampshire, 08009154644

Talking Spaces, Birmingham, 01212623555

Devon and Cornwall

The Moorings, Devon 07483 991 848

Cornwall Mental Health Crisis Service, 0800 038 5300

Young Devon Wellbeing Support, Plymouth, 0300 330 5464

Northeast England

Safespace Navigo, Grimsby, 01472 256256

Well-Bean Café, Leeds, 07760173476

London & Southeast England

Together Café, London Tower Hamlets, 07826 780554

Newham, 07511 075701

Crisis Day Centres, London, 0300 6361967





National Safeguarding

Mental Health Helplines

(Open Christmas Day, Boxing Day & New Year)



Samaritans

116 123 (24/7) | samaritans.org



Shout

Text 85258 (24/7) | giveusashout.org



Papyrus HOPELINEUK

0800 068 4141 (24/7) | papyrus-uk.org



CALM

0800 58 58 58 (5pm–midnight daily) | thecalmzone.net



Beat (Eating Disorders)

0808 801 0677 (Christmas Day 4pm–8pm) | beateatingdisorders.org.uk



LGBT Foundation

0345 3 30 30 30 | lgbt.foundation



Cruse Bereavement Support

0808 808 1677 | cruse.org.uk



Wellbeing

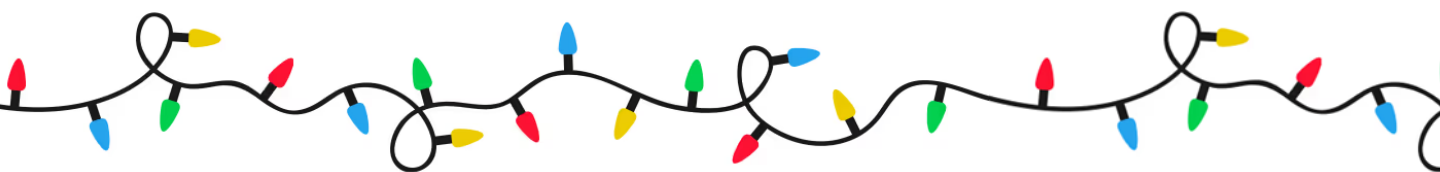
Seasonal Self-Care

A gentle guide to slowing down, enjoying the season, and caring for yourself.

A Moment to Pause

Self-care is about pausing long enough to listen to yourself — to ask, “What do I need in this moment?” It’s a gentle reminder that your needs matter too. Amid the festive rush, taking even a few quiet breaths or giving yourself permission to rest can bring you back to balance. This season, let self-care be less about doing and more about simply being — present, kind, and compassionate with yourself.

The holidays can stir up all kinds of feelings — joy, nostalgia, but more widely stress. Not everyone celebrates this time of year.



Emotional Self-Care

Setting boundaries: It’s okay to say no to what drains you.

Scheduling quiet moments: Read, journal, or simply rest with a hot drink.

Practicing gratitude: Reflect on three small things each day that bring you joy.

Social Self-Care

Connection is powerful, but it should feel nourishing, not depleting.

Reach out meaningfully: Call a loved one or write a heartfelt message.

Honor your emotions: If this time feels heavy, let yourself feel that. Seek warmth in community or support.

Create your own traditions: A cozy movie night, baking session, or volunteering can bring simple joy.

Physical Self-Care

Your body carries you through the season — treat it with kindness.

Nourish yourself: Enjoy treats mindfully and balance them with wholesome meals.

Prioritise rest: Sneak in naps and protect your sleep schedule.

Move joyfully: A winter walk or a dance to holiday tunes counts as movement, too!

Mental Self-Care

Keep your mind calm and clear with small, intentional choices.

Simplify your plans: You don’t need to do everything.

Unplug often: Take breaks from screens and social media.

Set gentle intentions: Ask, “What do I want to feel this season?” rather than making rigid resolutions.



Spiritual & Reflective Self-Care

Amid the hustle, remember to pause and reconnect with what grounds you.

Light a candle and breathe: Let stillness be your sanctuary.

Give intentionally: Acts of kindness — big or small — feed the soul.

Savor beauty: Notice the lights, scents, and sounds of the season. Presence is a form of prayer.

A Final Note - This season isn’t about perfection — it’s about presence.

Be gentle with yourself, honour your pace, and let this season hold moments of true peace and warmth.



Safeguarding

Being Alone at Christmas: Finding Connection & Care.

For many, Christmas is a time of joy and togetherness but for others, the festive season can feel isolating. Whether through distance from loved ones, bereavement, or simply changing circumstances, being alone at Christmas is more common than we often realise.

Why it matters...

Social expectations: Media portrayals of “perfect family gatherings” can make solitude feel heavier.

Seasonal pressures: Financial strain, cold weather, and reduced services can increase vulnerability.

Emotional impact: Loneliness can affect mental health, making it important to plan ahead and seek support.



Safeguarding reminder...

Limit comparisons; remember that not everyone’s Christmas looks like the adverts, focus on what feel right for you!

Know the support lines: Charities and helplines remain active over Christmas for those who need to talk.

Check in on neighbours: A simple knock on the door or phone call can make a huge difference.

Professionals: Share safeguarding contacts clearly before the holiday break, as services may have reduced hours.

Practical ways to cope...

Create your own traditions: Cook a favourite meal, watch a film, or take a winter walk.

Stay connected: Phone calls, video chats, or online communities can provide companionship.

Volunteer or join local events: Helping others or attending community activities can bring a sense of belonging.

Practice self-care: Rest, eat well, and do something that brings joy — from reading to crafting.

Being alone at Christmas doesn’t have to mean being lonely. By **planning your day, reaching out, and looking after yourself**, the festive season can still hold warmth and meaning. By checking in on those around us, we can make sure no one feels forgotten.



Your Space

U18 Safeguarding Update

Staying Safe at the office party

Christmas parties can be fun and festive, but your safety and comfort come first! Here are some tips to help you enjoy the celebration while staying safe and confident.

Know Your Boundaries

- It's okay to say no to anything that makes you uncomfortable.
- You don't need to join in with every activity! Your comfort matters.

Handling Peer Pressure

If someone encourages you to drink alcohol or do something you're not comfortable with, Remember: Saying no is your right, and real friends respect that.

Dealing with Unwanted Attention

If a colleague behaves in a way that feels inappropriate:

Remove yourself from the situation - go to a group or a trusted colleague.

Speak up: Inform a manager or HR as soon as possible.

You are never to blame for someone else's behaviour.



News of the Month

Trust, Media, and Trump vs. BBC



The Case

- U.S. President Donald Trump has announced that he will sue the BBC for at least \$1 billion over a documentary by its news-magazine programme Panorama.
- He claims that the documentary edited his 6 January 2021 speech in a way that falsely presented him as actively inciting violence at the Capitol.
- Trump's lawyers say that the BBC removed a portion of his speech in which he urged supporters to "march peacefully and patriotically," and then spliced together a later part ("we'll fight like hell") in a way that made it seem like a continuous incitement to violence.
- The BBC has admitted to an "error of judgement" in how the speech was edited and apologised for the fact that the edit "gave the impression" that Trump had made a direct call for violent action.
- Two senior figures at the BBC — the Director General and the News Chief — have resigned in the wake of the controversy.
- Legal experts are sceptical that Trump's claim will succeed, pointing out that U.S. defamation law sets a high bar: a public figure must show that false statements were made with "actual malice" (i.e., knowing falsehood or reckless disregard for the truth).

The Message

This dispute isn't just a clash between one high-profile figure and a broadcaster. It raises broader questions about how we consume media; how trustworthy media institutions are (or want to be), and how social media and digital platforms complicate it further.



However, the responsibility for truth doesn't fall solely on newsrooms. It's also on us — the readers, viewers, and sharers. Before reacting or reposting, ask:

- Who produced this?
- What's the full quote or clip?
- Have multiple outlets reported it?
- Does it sound designed to provoke emotion rather than inform?

Talking point: If truth is out there, how do we find it amid bias, editing, and algorithms?



Learner Feedback



I have been receiving support from jaspreet for around 4 years, when she was initially assigned my case and had our first call, she spent a while just getting to know me, my issues, my life, and how she could help, we started off having daily check-ins and then gradually spacing them out, if I was even in crisis she was there, and we went back to daily check-ins as needed. Jaspreet has been amazing and a core part of my support network and has been listed in all of my support plans with other mental health organisations. She has been there through all of my ups and downs, supported me when I was struggling with the birth of my son, and difficulties with the mother of my first child. always adapting her support of me to suit what was needed at that specific moment in time.



Alana has genuinely been such a staple here at QA, she's one of the most consistent and trustworthy team members. From supporting me during my PIP to potential cancer diagnoses, to surgeries all the way up until EPA, she's been incredibly helpful at guiding me to make the right choices + to find the right contacts within QA when needed. I felt listened to every single meeting, and I genuinely think she deserves a lot of recognition for the support she provided during my time here.



I was really struggling with my mental health and neurodiversity. Vix has really listened and helped me to understand it better; I feel much more in control of everything. This week is a good week. Thanks Vix.



Helpful Links

If you find that either yourself, a learner or a loved one is struggling with either their mental health or other life circumstances please have a look at these helpful links:

Personal Challenges

Mind - support for mental health and informative resources on mental illness

<https://www.mind.org.uk/information-support/helplines/>

SANE - a leading UK mental health charity improving quality of life for anyone affected by mental illness -

<https://www.sane.org.uk/>

Hub of Hope - [Mental Health Support Network provided by Chasing the Stigma | Hub of hope](#)

Samaritans – 24/7 support online or by phone for those struggling – Open Christmas Day

<http://www.samaritans.org/>

Respect Men's Advice Helpline - [Domestic Abuse Helpline for Men | Men's Advice Line UK](#)

[\(mensadvice.org.uk\)](https://mensadvice.org.uk/) (Targeted at men)

National Domestic Abuse Helpline - [Home | Refuge National Domestic Abuse Helpline \(nationaldahelpline.org.uk\)](#)

(Targeted at women)

Work

ACAS - [Acas | Making working life better for everyone in Britain](#)

Accommodation / Homelessness

Shelter – Support for Homelessness – [Get help from Shelter - Shelter England](#)

Citizens Advice - [Citizens Advice](#)

[Help if you're homeless or about to become homeless - GOV.UK](#)

[Support for those at risk of homelessness | The Salvation Army](#)

Financial

MIND (Cost of Living Support) - [If this speaks to you, speak to us: cost of living – Mind](#)

Turn2us - [Tackling Financial Insecurity Together | Turn2us](#)

Step Change - [StepChange Debt Charity. Free Expert Debt Help & Advice](#)

[Citizens Advice: Financial Guidance](#)

Concerned about a child harmed or at risk of harm? A child is anyone under the age of 18

<https://www.nspcc.org.uk>

[Childline | Free counselling service for kids and young people | Childline](#)

Prevent – extremism and radicalisation, criminal activity

<https://www.gov.uk/guidance/making-a-referral-to-prevent>

[Independent UK charity taking crime information anonymously | Crimestoppers](#)



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