

Safeguarding Newsletter



The Safeguarding and Welfare Team



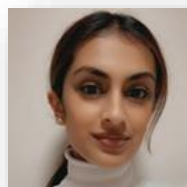
Mark Soady

Apprenticeships Head of Learner Services



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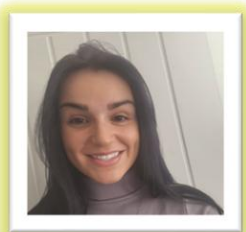
Designated Safeguarding Lead (DSL)
& Safeguarding Team Leader



Jaspreet Hothi

Prevent Lead & Deputy (DSL) & Safeguarding Specialist

Safeguarding Specialists



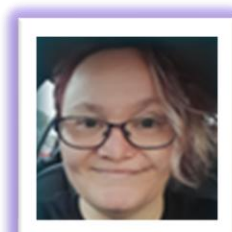
Alana Davies



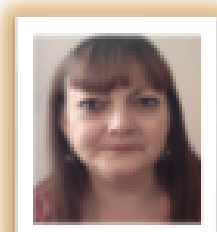
Jamie Hodges



Tina Forster



Vix Wrigley



Joanna Smith

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
- 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.***

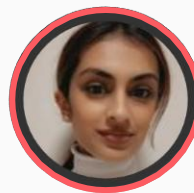
Remember:

- ✓ 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

Prevent: Could You Spot the Signs?

Join Our Live Prevent Awareness Session

Date: October 09/10/2026

Time: 12pm-12:45pm

Hosted by: Jaspreet Hothi, Safeguarding Specialist/Prevent Lead

Prevent can sometimes feel complex, but at its core it is about safeguarding vulnerable individuals from being drawn into extremism or terrorism. This interactive session will break down common misconceptions, explore real-life indicators, and help you feel more confident in recognising and responding to concerns.

Why Attend?

This session will help you:

- ✓ Gain a clearer understanding of radicalisation and Prevent.
- ✓ Recognise vulnerabilities, warning signs and safeguarding concerns.
- ✓ Practice making proportionate safeguarding decisions through real-life scenarios.
- ✓ Understand when to seek advice, gather further information, or consider a Prevent referral.
- ✓ Leave with practical knowledge you can apply daily.

Whether you're new to Prevent or simply want a refresher, this session aims to build confidence, encourage discussion and make Prevent more understandable, relatable and relevant to you.



Book your place [here](#).



British Values

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

British Values in Action: Knowing Your Rights

Rule of Law:

The UK has laws and regulations that protect citizens and consumers. When flights are significantly delayed or cancelled, airlines must follow legal requirements regarding information, support, and, in some circumstances, compensation. This demonstrates how laws exist to protect individuals and ensure organisations act fairly and accountably.

Talking Point:

Why is it important that businesses and organisations follow the same rules and legal standards?

Individual Liberty:

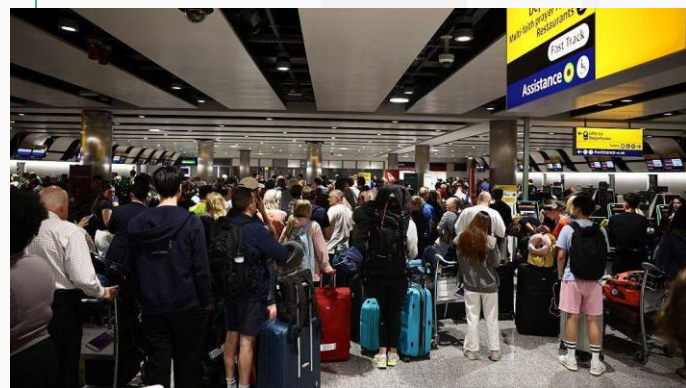
Individual liberty includes understanding your rights and being able to make informed decisions. Knowing what support or compensation you may be entitled to empowers you to advocate for yourself and make informed choices when problems arise.

Talking Point:

How does understanding your rights help you make informed decisions and protect your interests?

Did You Know?

A key part of living in a democratic society is understanding both your rights and responsibilities. Whether dealing with employers, service providers, landlords, or travel companies, knowing your rights helps you participate confidently and responsibly in society.



British Values are not just something we learn about in education. They are part of everyday life:

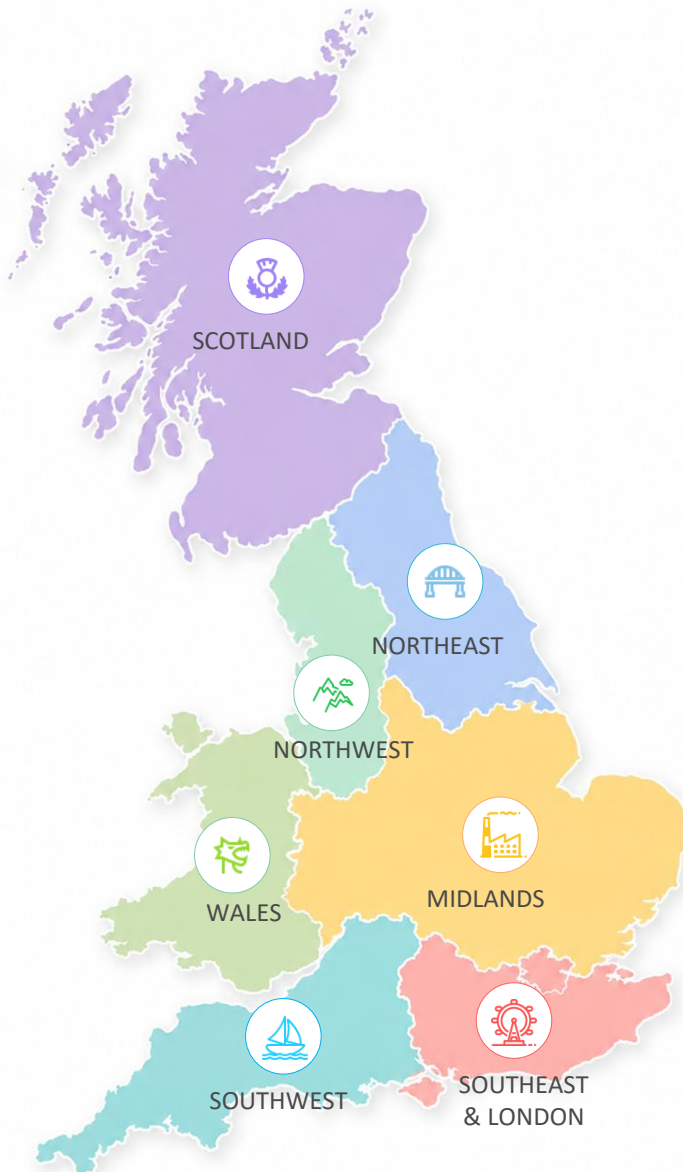
- ❖ Understanding your legal rights as a consumer.
- ❖ Knowing how to challenge unfair treatment appropriately.
- ❖ Accessing information to make informed decisions.
- ❖ Holding organisations accountable through established processes.



Regional Safeguarding

Stalking Support: Help Where You Live

Wherever you are, specialist support is available. These organisations offer advice, advocacy and practical help for anyone experiencing stalking, harassment or unwanted attention.



Action Against Stalking

Scotland-based specialist charity offering free support, advice and advocacy to people affected by stalking.

☎ 0800 820 2427

[Website](#)

Wearside Women in Need

Provides specialist support for people experiencing stalking in Sunderland and the surrounding area.

☎ 0800 066 5555

[Website](#)

Fylde Coast Women's Aid

Offers specialist support, advice and advocacy to victims of stalking across the Fylde Coast.

☎ 01253 596699

[Website](#)

Live Fear Free

Wales-wide confidential support and advice for people experiencing abuse, violence and related unwanted behaviour

☎ 0808 80 10 800

[Website](#)

Black Country Stalking Support Service

Specialist support for people aged 13+ experiencing stalking and harassment across much of the West Midlands.

☎ 0121 553 0090

[Website](#)

Veritas Justice

Specialist stalking advocacy offering confidential advice, safety planning and support across Sussex.

☎ 01273 234773

[Website](#)

FearFree

South West charity providing specialist support for domestic abuse, sexual violence and stalking.

☎ 0300 124 0927

[Website](#)



Wellbeing

THE POWER OF SELF-COMPASSION: *BEING KIND TO YOURSELF MATTERS*

When things go wrong, we can become our own harshest critics. We replay mistakes, focus on what we should have done differently, and hold ourselves to standards we would never expect from others. Yet being kinder to ourselves is not a sign of weakness. In fact, it is one of the most effective ways to build resilience, confidence, and wellbeing.

WHAT IS SELF-COMPASSION?

Self-compassion means treating yourself with the same understanding and kindness that you would offer a friend facing a difficult situation. It involves recognising that **everyone** experiences challenges, setbacks, and moments of self-doubt. Rather than judging ourselves harshly, we acknowledge our struggles and respond with care and encouragement. Self-compassion is not about making excuses or avoiding responsibility. It is about accepting that being human means being imperfect.

WHY DOES IT MATTER?

Practising self-compassion can have a positive impact on both our mental health and our performance. When we are less focused on self-criticism, we are better able to learn from mistakes, manage stress, and maintain perspective during challenging times.

Self-compassion can help us: **Reduce feelings of anxiety and stress, improve emotional resilience, increase motivation and confidence, build healthier relationships, support overall wellbeing.** In busy working environments, where demands and expectations can feel high, self-compassion provides an important foundation for maintaining balance and preventing burnout.

SIMPLE WAYS TO PRACTISE SELF-COMPASSION

Notice Your Inner Voice - Pay attention to how you speak to yourself. If your internal dialogue is highly critical, ask yourself: "*Would I say this to a friend or colleague?*" If not, consider how you could reframe it in a kinder, more constructive way. **Acknowledge Your Feelings.** When facing a challenge, allow yourself to recognise how you feel without judgement. Simply naming emotions such as frustration, disappointment, or worry can help reduce their intensity. **Celebrate Progress.** It's easy to focus on what still needs to be done. Take time to recognise achievements, however small. Progress is often more important than perfection. **Take Care of Your Needs.** Self-compassion includes looking after your physical and emotional wellbeing. Rest, healthy boundaries, and regular breaks are not luxuries; they are essential for sustainable performance.

FINAL THOUGHT

Practising self-compassion can have a positive impact on both our mental health and our performance. When we are less focused on self-criticism, we are better able to learn from mistakes, manage stress, and maintain perspective during challenging times.

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WELLBEING CHALLENGE OF THE MONTH

For one week, whenever you notice a self-critical thought, replace it with a compassionate statement such as, "I'm doing the best I can," or "It's okay to make mistakes; that's how we learn." You may be surprised by the difference it makes.

Recognise the signs, protect yourself, and seek support.



Safeguarding

Stalking, Harassment & Unwanted Attention

Stalking, harassment and unwanted attention can happen in person, online, at work, in education, or through other people. Even if each incident seems small on its own, repeated unwanted behaviour can be frightening, controlling and harmful.

If it feels wrong, take it seriously.



What this might look Like

- Repeated messages, calls or emails
- Contact after being asked to stop
- Turning up unexpectedly at home, work or study
- Monitoring social media, location or online activity
- Sending unwanted gifts, notes or friend requests
- Using fake accounts or other people to make contact
- Behaviour that causes fear, distress or makes someone feel unsafe



What you can do!

- Trust your instincts - if the attention is unwanted, it matters
- Keep evidence such as screenshots, messages, photos, dates and times
- Avoid replying if this could make the behaviour continue or escalate
- Review privacy settings and block or report accounts where needed
- Tell someone you trust and speak to your safeguarding team



When does unwanted attention stop being 'persistent' and start becoming stalking or harassment; and would you recognise the signs?

For support :

Call the **National Stalking Helpline** 0808 802 0300

If you are in **immediate** danger, call 999



How to support someone else :

- Listen and take their concerns seriously
- Do not blame them or minimise what is happening
- Help them keep a record of incidents
- Encourage them to seek support and report concerns
- Respect their choices while helping them stay safe



Remember :

Everybody has the right to feel safe, respected and free from intimidation. Repeated unwanted attention is never something a person has to just put up with.



Safeguarding tip: Save evidence, seek support early, and act quickly if you feel unsafe.

Your Space

U18 Safeguarding Update

IT'S OK NOT TO BE OK:

RECOGNISING STRESS, ANXIETY AND WHEN TO ASK FOR HELP

WHAT IS STRESS?

- It's the body's natural response to pressure, change or challenges.
- Everyone experiences stress at times. It can happen because of work, exams, relationships, money worries or family issues.
- A small amount of stress can help motivate us, but too much can affect our wellbeing.
- Learning healthy ways to manage stress can help you feel more in control.

SPOT THE WARNING SIGNS

Everyone feels stressed sometimes, but these signs may suggest you need extra support:

- Feeling worried most of the time
- Changes in sleep or appetite
- Avoiding friends, family or activities
- Finding it hard to focus
- Feeling irritable or emotional
- Losing interest in things you usually enjoy.

If these feelings are lasting or affecting daily life, speak to someone you trust.

WHAT IS ANXIETY?

Anxiety is a feeling of worry, nervousness or fear that can affect how you think, feel and act.

Anxiety can cause:

- Difficulty concentrating
- Feeling restless or on edge
- Trouble sleeping
- Racing thoughts
- Physical symptoms such as headaches or a fast heartbeat.
- Sometimes anxiety can feel overwhelming, but support is available and things can improve.

LOOKING AFTER YOUR WELLBEING

Try these simple ways to support your mental health:

- Get enough sleep
- Stay active and spend time outdoors
- Take breaks from social media
- Talk to someone you trust
- Make time for hobbies and interests
- Be kind to yourself

Remember: looking after your mental health is just as important as looking after your physical health.

Need Support? *You're not alone. Speak to:*

Your Tutor or Skills Coach, a parent, carer or trusted adult, the Safeguarding Team, Mental Health First Aider, GP or NHS services, Childline (under 19s)

Remember: Everyone needs support sometimes.



MindWell

The stress bucket



News of the Month



Understanding the Connection

October marks both **World Menopause Day** (18 October) and **ADHD Awareness Month**. We want to take this opportunity to highlight an important but often overlooked connection between the two.

ADHD affects an estimated 3-4% of adults worldwide, with many women remaining undiagnosed until later in life.

Research suggests that some women first seek assessment for ADHD **during** perimenopause or menopause, when declining oestrogen levels can make symptoms such as forgetfulness, difficulty concentrating, emotional dysregulation, and mental fatigue more noticeable.



Around 80% of women experience **menopausal symptoms**, and many report cognitive changes, often referred to as "brain fog".

For women with existing ADHD, these hormonal changes can exacerbate symptoms and impact both personal and professional wellbeing.

By increasing awareness of both **menopause** and **ADHD**, we can help reduce stigma, encourage earlier recognition and support, and create more inclusive workplaces where people feel understood and able to thrive.

Open conversations, reasonable adjustments, and access to appropriate support can make a significant difference.

Let's use October as an opportunity to learn more, support one another, and champion neurodiversity and wellbeing at **every stage of life**.

If you would like to learn more, please take a look at the **Menopause & ADHD** information leaflet available on the October Wellbeing Calendar.

[Wellbeing Calendar](#)



News of the Month

Date	Event	Information
 All month	Breast Cancer Awareness Month	Raises awareness of breast cancer, promoting early detection and support.
 All month	ADHD Awareness Month	Raises awareness of ADHD, challenging misconceptions, reducing social stigma and celebrating neurodiversity.
 1 Oct	International Coffee Day	Celebrates coffee and recognises the millions of people involved in its production, raising awareness of fair trade practices.
 1 Oct	International Day of Older Persons	Raises awareness of issues affecting older people and celebrates their contributions to society.
 02 Oct – 04 Oct	02-03 Shemini Atzeret 03-04 Simchat Torah	Jewish holiday marking the conclusion of Sukkot. Celebrates the completion and restarting of the annual Torah reading cycle.
 4 Oct	World Animal Day	Promotes animal welfare and encourages action to protect animals worldwide.
 5 Oct	World Teachers' Day	Recognises the important role teachers play in education and development.
 10 Oct	World Mental Health Day	Encourages awareness, understanding and support for mental health and wellbeing.
 11 Oct	International Day of the Girl Child	Promotes girls' rights and highlights challenges they face around the world.
 16 Oct	World Food Day	Highlights global food security and the importance of healthy nutrition.
 17 Oct	International Day for the Eradication of Poverty	Raises awareness about poverty and the need for social inclusion.
 18 Oct	World Menopause Day	Promotes awareness, support and education around menopause.
 31 Oct – 02 Nov	Allhallowtide 31 Oct – All hallows eve 01 Nov – All saints day 02 Nov – All souls day	A three-day celebration dedicated to remembering the dead, including saints and martyrs.



Learner Feedback



Jaspreet has been amazing throughout my apprenticeship journey and makes me feel safe and respected. She has provided me with a safe space to vent and express my concerns and feelings and has always provided me with multiple solutions as well as simply providing understanding and empathy. I always look forward to our meetings as she is a very lovely individual who puts a lot of effort into our sessions. I have truly improved since our first meeting and would say that Jaspreet has been a very great help to this.



She genuinely saved my life. No judgement, always brought solutions and occasionally got me to smile. This was a very dark period of my life and QA was the last thing on my mind. Alana understood this and supported me through it in every way possible. She went above and beyond for me even offering body double sessions in teams calls just so that I would work through my portfolio. I can never live up to the gratitude I have for this woman; she was and still is amazing.



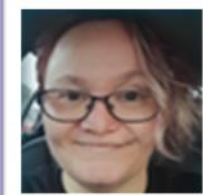
Jamie has done an outstanding job in updating and refining our internal safeguarding systems. By simplifying a previously lengthy process, he has enabled me to allocate more time to putting together supportive emails following my meetings with learners. Jamie consistently incorporates new ideas from the team to drive continuous improvement and is always kind and patient with everyone, making him a vital asset to our team. - *Colleague*



Jo has been incredibly supportive and my meetings with her have helped me manage my fluctuating mental health during my apprenticeship and have confidence that I can complete it.



I wanted to share some feedback about the support I received from Tina during my apprenticeship. I rated my experience with the Safeguarding Team 5 out of 5 stars across all areas, including overall support, feeling listened to and safe, the referral process, and my likelihood to recommend the service to other apprentices. Meetings were arranged promptly, and throughout the process I felt supported, heard, and reassured. There were times when I felt unsure whether I would be able to complete my apprenticeship, but Tina's support made a real difference, helping me overcome challenges and stay on track.



Absolutely amazing, very knowledgeable, empathy off the charts, ability to work through lots of things at pace and provide advice that works. It's been a long time since I've seen someone so committed to their job, despite everything, so a massive thank you from me.



WE WANT TO HEAR FROM YOU!

We'd love your feedback and suggestions for future newsletters!

Your voice matters, and we want to make sure our safeguarding newsletters covers the topics that are most relevant and helpful to you.

What safeguarding topics would you like to see more of?
Whether it's mental wellbeing, healthy relationships, preventing bullying, online safety or something else entirely, your ideas can help shape future content.

- ☒ Share your suggestions
- ☒ Tell us what you want to learn more about
- ☒ Help make our newsletter more useful for everyone

Press on SUBMIT FEEDBACK to open the link and start sharing your thoughts and ideas!



**SUBMIT
FEEDBACK**

OR scan
this QR
code





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 \(mensadvice.org.uk\)](#) (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](#)



Oct 2026

Learn. To Change.

