

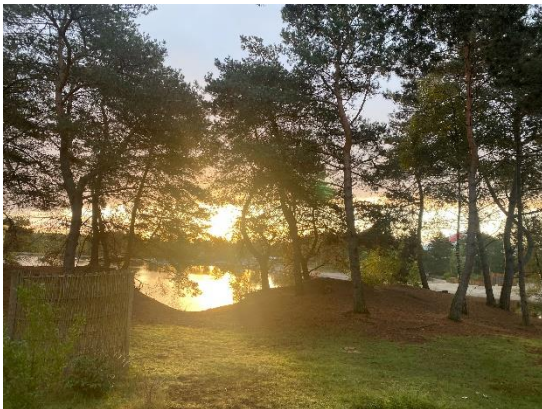
LEARNER NEWSLETTER

HOT TOPICS

NOVEMBER 2022

S-A-D TIMES!

With the clocks going back we enter the depths of Autumn, bringing darker nights and leaves blowing everywhere. This time of year can be beautiful with all the autumnal colours, but it can also be hard for many! Some are even affected by Seasonal Affective Disorder (SAD). For more information: [Overview - Seasonal affective disorder \(SAD\) - NHS \(www.nhs.uk\)](#)



To make matters worse, we are all suffering to varying degrees, from the ***cost-of-living crisis***.

Gas and oil prices are dramatically affecting the heating of our homes running of our cars. Inflation is affecting the cost of mortgages, rent, food and clothing. Everywhere we turn, life is costing more, and we are all feeling the burden. Knowing where to turn and how to cope is so important for us, our families and for our colleagues.

What can we control – there are choices we can make about how we use the utilities in our home, what we eat, how we clothe ourselves and what streaming services we use, etc. Do we need to change the model of phone, car or TV we have. Do we need paid for TV, are we reviewing annual premiums for cost effectiveness (consider switching)?

Where its beyond our control we must not avoid it or wait until it's too late. Take decisive action and seek

support. Support can come online, from local councils, debt relief agencies, citizens advice, government support and family support. Contact companies providing energy, mortgages, loans etc and they may assist with payment plans. Utilise food banks, or shop more wisely.

We may need support short term but should also focus long term... do we need to consider our education or professional development? Do we need to consider promotions, or even career changes what may bring greater freedoms? Maximise your apprenticeship to strengthen your CPD, increasing your employability and promotion opportunities!

What brings families, communities and the country together is a stoic sense of service. If you are fortunate to be 'ok', consider how you can help others, even just a listening ear!

We respect this may affect you, your family or colleagues. Here are some contacts that may help:

[What is the 'cost of living' crisis? - CBBC Newsround](#)

[Cost of living support - GOV.UK \(www.gov.uk\)](#)

[Cost of living crisis: help, advice and UK news - Which?](#)

[Cost-of-living crisis: How to help your employees | CIPD](#)

<https://moneyandpensionservice.org.uk/financial-wellbeing-in-the-workplace/>

Also see the final page of this newsletter for more advice!

If in doubt, contact the Citizen's Advice Bureau who can also provide great advice and support.

Rick Shuttleworth

Director

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PREVENT – STEROTYPING

There are common stereotypes that are often seen in the public and in the workplace, these include:

- *Racial profiling – this can be where a perception is made for different races, such as a specific race making the best athletes.
- *Gender profiling – This can be stereotypes for men and women such as women are better parents, better homemakers, men are stronger and do manual work, men are messier.
- *Cultures – stereotypes exist about cultures and countries as a whole, such as Americans are obese and lazy, Italians are romantic.
- *A group of individuals – this can be categorising people due to their appearance, their beliefs, age or where they work, such as all punks get into trouble, all politicians only think of personal gain, elderly people all have health conditions and all teenagers are lazy.
- *Sexual stereotypes – This can be based on sexual orientation or perceived sexual orientation such as all masculine women are gay or that gay men are predatory.

Stereotyping is harmful to individuals and can impact people's mental health and wellbeing. People who have been stereotyped can feel isolated, withdrawn and unfairly judged.

What does this mean to you?

What do you do to prevent stereotyping in your workplace?

How can you support inclusion and equality?

Further information

[How to Beat Stereotypes by Seeing People as Individuals \(berkeley.edu\)](https://www.berkeley.edu)

[Are Stereotypes True? | In-Mind](#)



BRITISH VALUES – INTERNATIONAL DAY OF TOLERANCE, 16TH NOVEMBER

The International Day for Tolerance is marked every year on 16 November in order to create awareness about the principles of tolerance. It is a day for respecting the cultures, beliefs and traditions of others and understanding the risks posed by intolerance.



There are various different ways in which intolerance can be countered including:

Laws: The government is responsible for enforcing human rights laws and punishing hate crimes. The law recognises five types of hate crime on the basis of: race, religion, disability, sexual orientation and transgender identity. A hate crime is if the offender has demonstrated hostility based on any of these or has been motivated by hostility.

Education: As a country we need to educate children and adults about tolerance and how this can be enforced in different spaces such as work environments and schools.

Access to information: Impartial information about topics should be freely available to all, this includes allowing people to easily differentiate between facts and opinions.

Individual awareness: This includes individuals being made aware of the link between their behaviour and mistrust and violence in society.

Local solutions: If people see intolerance, it should be addressed and it is everyone's responsibility to ensure that tolerance happens in our own area and across the country.

What does this mean to you?

What can you do if you see intolerance of others?

Do you know who to talk to if there is an issue of intolerance in your work setting?

Further information

<https://una.org.uk/get-involved/learn-and-teach/international-days/international-day-tolerance>
<http://www.toleranceday.org/>

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SAFEGUARDING – WHITE RIBBON DAY, 25TH NOVEMBER

White Ribbon Day is 16 days of action to end violence against women. It is coming together to try to end male violence against women and girls, this has been particularly prominent in March this year with the murder of Sarah Everard by a male police officer.

White Ribbon Day focuses on men speaking out about male violence and making a promise not to commit, excuse or remain silent about male violence against women.

The large majority of defendants in domestic abuse-related prosecutions in the year ending March 2020 were recorded as male (92%) and the majority of the victims recorded as female (77%, compared with 16% who were male). The sex of the victim was not recorded in 7% of prosecutions. If this missing data were excluded from analysis, then it would be 82% female victims and 18% male victims (ONS, 2020C).

The main message of this year's white ribbon campaign is #AllMenCan and can be supported across social media to make a stance that we can all be together to support speaking out about male violence.

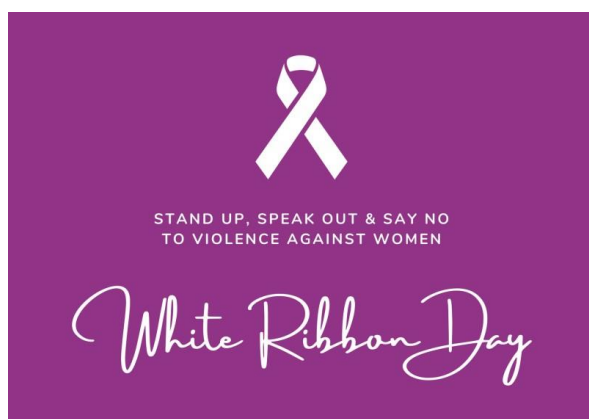
What does this mean to you?

How can you support white ribbon day in your workplace?

Do you know who to talk to if you suspect someone is a victim of violence?

Further information

<https://www.whiteribbon.org.uk/day>



HEALTH AND WELL-BEING – WORLD KINDNESS DAY, 13TH NOVEMBER



World kindness day is celebrated on 13th November and has been celebrated in the UK since 2010. This year has seen an increase in 'Random Acts of Kindness (RAOK)' trending on social media with people giving items away to others, or creating items such as painting rocks or crocheting gifts for others and leaving them in public areas to find.

[Kindness UK](#) have a list of acts of kindness that people can carry out such as; saying good morning to someone on the way to work, holding a door open for someone, or sending a kind text to someone you know.

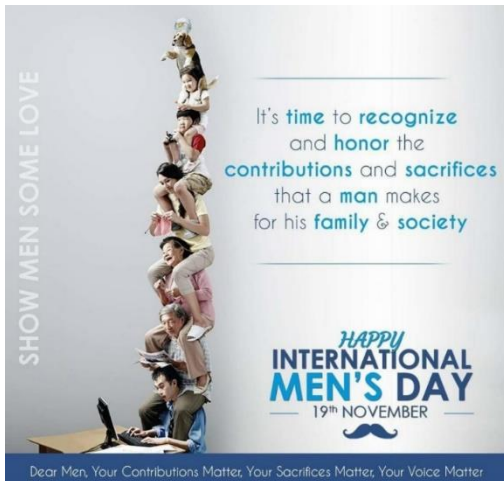
After a difficult couple of years, kindness is more important than ever and we can come together as communities to support each other with kindness.

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EQUALITY AND DIVERSITY – INTERNATIONAL MENS DAY



On the 19th November each year we celebrate international Men's Day. This is when we celebrate the positive value men bring to the world, their families and communities. The theme for this year's celebration is 'Better relations between men and women'. This is focusing on gender equality and how this can happen in various aspects of our lives, including in pay within employment and childcare entitlement, such as paternity leave.

The objectives of International Men's Day includes a focus on men's and boy's health, improving gender relations, promoting gender equality, and highlighting positive male role models.

It is important that we do not encourage men and boys to hide their feelings with sayings such as 'man up', and 'boys will be boys'. It is our responsibility to encourage men to meet their full potential as well as being able to show their emotions and feelings so that, should men need too, they can seek support for their mental health as statistics show that men are more likely than women to commit suicide.

What does this mean for you?

How do you support gender equality in your workplace?
Do you feel that all genders are treated fairly?
How can you support men that you know to be celebrated?

Further information

<https://internationalmensday.com/>

YOUR PROGRAMME – WHAT IS THIS APPRENTICESHIP STANDARD AND END POINT ASSESSMENT?

Your apprenticeship standard consists of:

- Diploma (usually)
- Maths
- English
- End Point Assessment

It is designed to significantly strengthen your knowledge, skills and behaviours against your job role and units of the qualifications.

It is delivered to you via:

- Off the job teaching and learning like tutorials or training sessions
- On the job evidence collection and assessment like observations and professional discussions.

Once you have agreement your diploma is complete (usually by the External Verifier), you then complete your End Point Assessment.

Your End Point Assessment is designed to prove you have the knowledge, skills and behaviours provided by the programme with us. It will usually be a multiple choice assessment, and professional discussions. Certain programmes may require presentations, portfolios and / or projects.

Our whole approach is to prepare you for success, but what is critical is how well you 'remember' and apply what you learn.

Our programmes are designed to significantly strengthen you in your job role!

Please speak to your tutor about any of this, and remember we are working with you to help get a distinction!

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PERSONAL DEVELOPMENT – COPING WITH FINANCIAL WORRIES

Feeling low or anxious is a normal response when you've lost your job, been made redundant, or you're struggling with debt.

You may be feeling, behaving or thinking in ways that are unfamiliar. But that does not necessarily mean you're suffering from [depression](#) or an [anxiety disorder](#).

How to survive financial stress

Stay active

Keep seeing your friends, keep your CV up to date, and try to keep paying the bills. If you have more time because you're not at work, do some form of exercise – physical activity can improve your mood if you're feeling low. You can [search for exercise classes and sports clubs](#) close to where you live.

Face your fears

For example, if you're going into debt, get advice on how to prioritise your debts. When people feel anxious, they sometimes avoid talking to others. Some people can lose their confidence about driving or travelling. If this starts to happen, facing these situations will generally make them easier.

Do not drink too much alcohol

For some people with money worries, alcohol can become a problem. You may drink more than usual as a way of dealing with your emotions or just to fill in time. But alcohol will not help you deal with your problems and could add to your stress.

[Get tips on how to cut down on alcohol](#)

Do not give up your daily routine

Get up at your normal time and stick to your usual routine. If you lose your routine, it can affect your eating – you may stop cooking, miss breakfast because you're still in bed, or eat snacks instead of having proper meals. For tips on healthy eating, read our pages about a healthy, balanced diet and how to eat well on a budget.

More help for money problems

Citizens Advice

[Citizens Advice](#) is a good place to get information about benefits, how to deal with debt, what you're entitled to if

you're made redundant and who to speak to if you're at risk of losing your home.

GOV.UK

[GOV.UK](#) has information about:

- [redundancy and dismissals](#)
- [benefits](#)
- [managing debt](#)

Finding a new job

The [finding a job section](#) of GOV.UK provides lots of advice for people looking for work, including tips on writing a CV, planning your job hunt and applying for jobs online.

Coping with debt

Citizens Advice offers [help with debt](#).

Other organisations offering helpful advice online include:

- [Money Advice Service](#), or call [0800 138 7777](#) from Monday to Friday, 8am to 6pm
- [National Debtline](#), or call [0808 808 4000](#) from Monday to Friday, 9am to 8pm
- [StepChange Debt Charity](#), or call [0800 138 1111](#) from Monday to Friday, 9am to 5pm

Mental health and money

The charity Mind has a [money and mental health](#) section on its website, which includes advice on how to manage debt.

[Mental Health & Money Advice](#) offers information and advice for anyone struggling with money because of mental illness, or whose financial situation is affecting their mental health.

When should you get medical help?

Most people who experience emotional distress will pick themselves up after a few days or weeks and then feel able to tackle challenges, such as finding a new job.

See a GP if you're still feeling worried, anxious or low after a few weeks. If you think it will help, the GP can advise you about psychological therapy services in your area.

You can also refer yourself directly to a [psychological therapies service near you](#).

Seek help immediately if you cannot cope, if life is becoming very difficult or if you feel it is not worth living. Either see a GP or contact a helpline such as [Samaritans](#) (call free on [116 123](#)) for confidential, non-judgemental emotional support.

(Source: NHS)