

March Newsletter

MARCH ISSUE

**WOMEN'S
HISTORY
MONTH**
SPECIAL EDITION

Welcome to the March Newsletter

As we finish the month of March, we want to take a moment to celebrate **International Women's Day** and **Women's History Month**, and welcome you to read our special edition March newsletter.

We would like to recognise the incredible contributions of the women across the Further Education sector and beyond. From our dedicated team members to the inspiring learners we support, women continue to drive change, innovation, and success in everything we do.

March is also a significant time for many of our learners who will be observing **Ramadan**. At Total Futures, we celebrate diversity and inclusion, and we want to extend our best wishes to everyone taking part. May this month bring you peace, reflection, and strength.

To all our external partners, learners, and referral partners—thank you for your continued support and for championing the progress we're making together.

Let's continue to uplift, empower, and celebrate the incredible women who are making a difference!

**In this newsletter
you can expect:**

**Company
Updates**

Course Updates

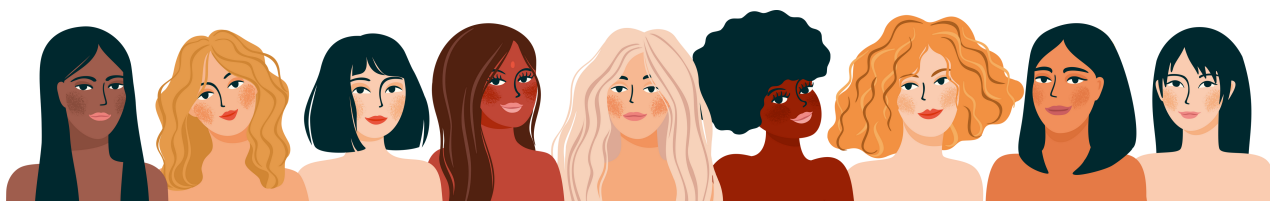
**Wider Learner
Aspects**

Team Highlights

**Initiatives and
Announcements**

**Staff Profile
Highlights**

From all at Total Futures





MEET THE TEAM - MARCH HIGHLIGHT



REBECCA HOLMES
EXECUTIVE ASSISTANT,
MARKETING AND HR
MANAGER

“

Brief Bio-

I joined Total Futures 7 months ago as an Executive Assistant with lots of Marketing and HR experience. I like being busy and juggling multiple projects so when I was asked to do all 3 roles in 1... I jumped at the idea. I love the creativity of Marketing and I am a weird mix of creative and analytical!

Fun Fact-

I get married next month! 🏡💍❤️

Fav Quote-

“With pain comes strength”



LEARNER TESTIMONIAL:

Local resident work placement: Graham Raeburn



AWARD-WINNING HOMES
AND SUSTAINABLE COMMUNITIES



Graham is a highly skilled engineering professional with over 38 years experience in railway and transportation design, including work on the award-winning Elizabeth Line. After an extensive career in Engineering Graham took a career break and found himself looking for a career change. Graham has engaged with Hill on several occasions over the last 4 months which are highlighted below.

Total Futures attend a site visit at Custom House:

In November 2024 Total Futures learners on an employment bootcamp visited our Custom House site to gain real 'hands-on' experience to supplement their learning which Graham attended.

CIAG Session at Total Futures: In January Hill attended a CIAG session at the Total Futures offices and support a session that Graham attended and he was subsequently offered a work experience placement on a Hill site.

2-Week Work Experience Placement at EWS: Graham completed a 2-week placement from February 2025 at the Eastwick and Sweetwater Phase 2 site. For the duration of his placement, Graham shadowed the Production and Technical team.



“

Thanks for welcoming me onto your site [EWS Ph2] for the past 2 weeks, it's been enjoyable and a beneficial educational experience.

Although I come from a different engineering background, most of the design and manual procedures cross over in a very similar way.
Graham Raeburn





COMPANY UPDATE

LONDON

The team had a fun afternoon out with one of our new employer partners, **Jim and Tonic**, strengthening our relationships and having fun at the same time!



It was so lovely to receive such lovely feedback on **Linked In** from one of our recruitment partners **Placing People Direct**, regarding our last Employer Open Day!



Placing People Direct
441 followers

3d ...

Thanks to **Sinead Thacker** for our invitation, the smooth coordination on this day, and the unwavering support provided to the participants 🙌 😊

It is always a pleasure to support our participants' return and search for new permanent employment positions within the education sector 😊 100

We are pleased to continue our collaboration in partnership with **Total Futures Ltd** 🥰

It is much appreciated for keeping us watered and fed all day. The beverages, refreshments, and hospitality were gratefully appreciated ☕ 🍰 😊

We are looking forward to the next one already! It will be great to welcome back our trusted employer partners and introducing new businesses to the Total Futures network. Whether you are an employer or a one of our valued learners, if you would like to take part please email london@totalfutures.co.uk - we would love to have you!

This month we also we held a very successful Health and Social Care course in collab with **Care Providers' Choice** and a number of their employers.



SUNDERLAND

Elaine has been busy attending various events this month, including an employer and careers event at the Wallsend Hub and Library with **Working Well North Tyneside**.

This month, we have taken our **pre-employment training on the road!** We have been lucky enough to partner with Working Well North Tyneside to run both our pre-employment programmes on their building, bringing our delivery to North Shields.

Elaine enjoyed an **International Women's Day lunch** at Newcastle College connecting with inspirational women in the construction industry.

We delivered CSCS training to 40 students at **Newcastle College** over 3 days. All 40 passed their Level 1 first time.

Elaine also held what was said to be the most popular webinar **Primed Talent** have put on to date. Elaine spoke about pre-employment and answered Q&A's from the audience. If you missed it don't worry you can catch it [here](#):





WIDER LEARNING ASPECT

March SEND Topic: Women with SEN

EMPOWERING WOMEN WITH SPECIAL EDUCATIONAL NEEDS: BREAKING BARRIERS AND ACHIEVING EQUALITY

March marks Women's History Month, a time to celebrate the achievements and contributions of women throughout history. It is also an opportunity to shine a light on the unique challenges faced by women and girls with Special Educational Needs (SEN) and to advocate for greater equality, inclusivity, and support.

THE HIDDEN STRUGGLES OF WOMEN WITH SEN

Girls with SEN, particularly autism, ADHD, and dyslexia, are frequently misdiagnosed due to male-centred diagnostic criteria. Many mask their struggles, leading to anxiety and missed support opportunities. Raising awareness and improving early identification is crucial in ensuring they receive the help they need.

Autism Spectrum Disorder (ASD):

The commonly cited male-to-female ratio for ASD diagnoses is 4:1. However, this disparity is partly due to diagnostic biases, leading to underdiagnosis in females.

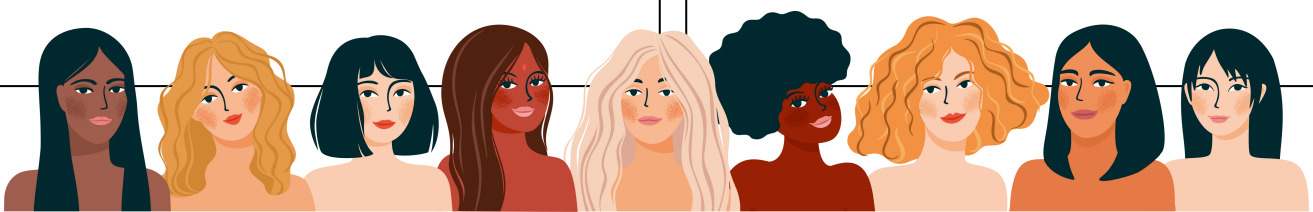
ADHD: Studies estimate that between 50% to 75% of girls with ADHD are missed, and those who are diagnosed often receive their diagnosis an average of five years later than boys.

INSPIRING CHANGE

Dr. Temple Grandin was diagnosed with autism at a time when understanding of the condition was limited. Through perseverance and support, she became a renowned scientist in animal behaviour and a leading advocate for autism awareness, proving that neurodivergent individuals can thrive in their fields.

Simone Biles, the world-renowned gymnast, has ADHD and has openly discussed managing it with medication. Despite facing stigma, she has broken barriers in athletics, advocating for mental health and neurodiversity while excelling in her sport.

Their success highlights the need for better representation and support.





WIDER LEARNING ASPECT

Safeguarding

LONDON

This month Regulation of Staff Visiting Schools:

Newham Council identified outdated practices concerning staff visits to schools and settings. To address this, updated guidance was issued to ensure that all visitors undergo necessary pre-employment checks, aligning with current safeguarding standards. [Newham Connect+1Newham Council+1](#)

These developments underscore Newham's commitment to enhancing safeguarding measures and addressing inequalities within the community.

Also this month, Newham Council updated its "Escalation of Serious Incident Procedure."

This document outlines the steps to be taken when serious incidents occur, ensuring that responses are timely, appropriate, and in line with safeguarding protocols. The procedure emphasises the importance of clear communication and collaboration among agencies to protect vulnerable individuals effectively.

NORTH EAST

Sunderland is set to host the Annual Safeguarding in Education Conference 2025.

This event will address safeguarding issues pertinent to the local context. The conference will feature a mix of workshops and keynote speakers, including Craig Pinkney, a criminologist and urban youth specialist. The focus will be on equipping educators and professionals with the knowledge and tools to address current safeguarding challenges in the region.

schools.sunderlandtradedservices.uk

Several national safeguarding initiatives are poised to influence practices in the North East:

Mandatory Reporting of Child Sexual Abuse: the Bill was introduced to Parliament, proposing a statutory duty for individuals in key roles to report child sexual abuse. This includes a new criminal offense for attempting to prevent such reporting. [NSPCC Learning](#)

Protection Against Child Criminal Exploitation: New laws aim to protect children from gang exploitation, making it an offense to use children for criminal activities, with penalties of up to ten years in prison. These measures also address "cuckooing," where criminals exploit the homes of more vulnerable.



SAFEGUARDING AGAINST SEXISM AND MISOGYNY:

CREATING INCLUSIVE LEARNING AND WORKING ENVIRONMENTS

While progress has been made towards gender equality, challenges persist in both workplaces and educational settings. It is vital that we recognise and address these issues to create truly inclusive environments where everyone feels safe, valued, and empowered.

Sexism and misogyny continue to pose significant challenges in workplaces and educational settings. Despite progress in gender equality, biases and discriminatory attitudes persist, often subtly embedded in culture and practices. Addressing these issues is crucial in fostering an inclusive and safe environment for all individuals.

Understanding Sexism and Misogyny

Sexism refers to discrimination based on gender, often stemming from stereotypes and societal norms that favour one gender over another. Misogyny, a more severe form, involves ingrained prejudice and contempt for women, leading to exclusion, belittlement, and, in extreme cases, violence. Both can manifest in various forms, including unequal opportunities, pay gaps, harassment, and undermining contributions based on gender.

The Impact of Sexism and Misogyny

Unchecked sexism and misogyny can have devastating effects on individuals and organisations. Victims may experience reduced confidence, anxiety, and career stagnation, while organisations suffer from low morale, high turnover rates, and reputational damage. Education providers and employers have a duty to create safe spaces where everyone feels valued and respected.



Strategies for Safeguarding Against Sexism and Misogyny

1. Implement Clear Policies and Procedures

Establishing and enforcing anti-discrimination and anti-harassment policies is fundamental. Policies should clearly define unacceptable behaviour, outline reporting mechanisms, and ensure protection for those who speak out.

2. Provide Education and Training

Regular training on unconscious bias, gender equality, and respectful workplace behaviour can raise awareness and challenge ingrained prejudices. Leaders and staff should understand the importance of allyship and how to call out inappropriate behaviour.

3. Foster a Culture of Inclusivity

Creating an environment where diversity is celebrated helps to prevent discrimination. Encourage open discussions about gender issues, promote female leadership, and ensure decision-making bodies are diverse.

4. Encourage Safe Reporting Mechanisms

Many victims of sexism and misogyny hesitate to report incidents due to fear of retaliation. Having anonymous reporting options, clear escalation procedures, and a zero-tolerance approach can make a significant difference.

5. Hold Perpetrators Accountable

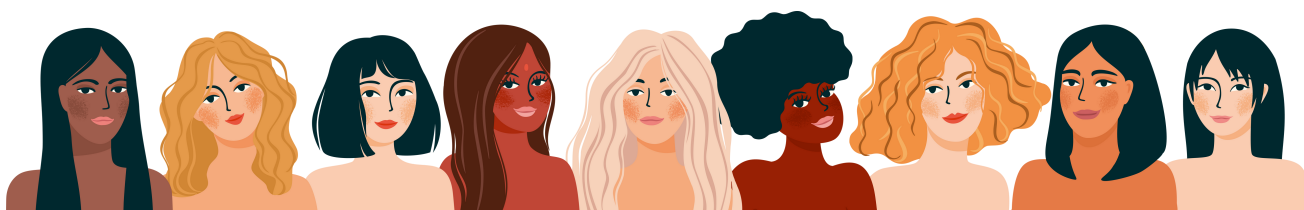
Taking firm action against discriminatory behaviour, regardless of the perpetrator's status, sends a strong message. A fair and transparent investigation process should be in place to ensure justice for victims.

6. Support Those Affected

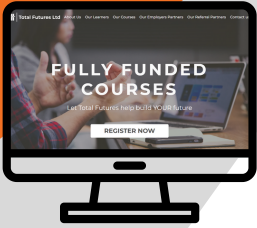
Providing access to counselling, mentoring, and peer support groups can help individuals affected by sexism and misogyny rebuild confidence and resilience.

Conclusion

Eliminating sexism and misogyny requires a proactive, collective effort from individuals, organisations, and society. By implementing strong policies, fostering inclusive cultures, and holding individuals accountable, we can create environments where everyone has equal opportunities to thrive. At Total Futures, we are committed to championing equality and safeguarding against discrimination. Together, we can shape a future that is fair, respectful, and inclusive for all.



IMPORTANT NOTES



Exciting Updates Coming to the Total Futures Website!



We're thrilled to share some fantastic updates launching on our new website! At Total Futures, we're always looking for ways to support our learners and engage with our wider community. Here's what's coming up:

 **Monthly Blogs** – Stay informed with thought-provoking articles, industry insights, and expert advice on SEND and safeguarding issues.

 **Sunday Scroller** – A weekly roundup of the latest news, job opportunities, and career tips – perfect for a quick scroll over your Sunday coffee!

 **Job Adverts for Our Learners** – We're creating a dedicated space for employment opportunities to connect our learners with potential employers.

Are you an employer? If you'd like to feature job adverts or share thought leadership blogs on our platform, we'd love to hear from you! Get in touch at [**marketing@totalfutures.co.uk**](mailto:marketing@totalfutures.co.uk) to get involved.

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Thank you for reading!

