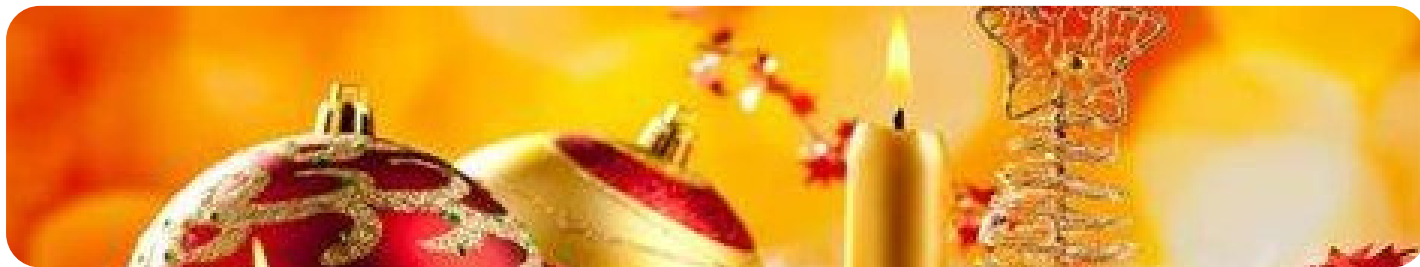


NEWSLETTER



WELCOME TO OUR DECEMBER NEWSLETTER! MERRY CHRISTMAS!

Welcome to L&F Training's Newsletter, which has been created for the benefit of everyone within the L&F Training Community (learners, staff, employer partnerships etc). We hope you will find the contents of this Newsletter interesting and useful. We welcome comments, articles and ideas for future use.

If you would like to contribute and/or provide feedback, please email info@landftraining.com.

Happy Reading!

IN THIS EDITION

- Reflection
- December Religious Festivals
- Course List Update
- Learners of the Month
- FAQs
- Staff Corner
- Careers Spotlight
- Hot Topics
- Mental Health and Wellbeing
- Safeguarding and Prevent
- Activities
- Key Contacts and Policies
- Safeguarding

Have ideas for our next Newsletter? Speak with a member of staff or email info@landftraining.com with your suggestions!

REFLECTION ON OUR ACHIEVEMENTS IN 2024

As we draw to the end of another calendar year, it seems a great time to reflect on all that L&F Training (L&F) has achieved in this past year. So, here are some interesting facts for you:

In January 2024, L&F made the decision to move training delivery from Apprenticeship training programmes, to the delivery of AEB (now ASF, the Adult Skills Fund) on behalf of the Greater London Authority Jobs and Skills for Londoners Project.

With help from every member of our team, we successfully transitioned to the new training delivery model.

During the 2023/24 Academic Year L&F:
Supported **642** Learners
Achieved **94.6%** Timely Learner Completions
Achieved **97%** Learner Satisfaction Rate

During the year L&F broadened their training programmes to include Green Skills and Construction

Well done Team!

In 2024 L&F successfully obtained:
The Real Living Wage Accreditation
The Good Work Standard and retained The Matrix Accreditation

DECEMBER RELIGIOUS FESTIVALS/DAYS

Now it is December, we thought we would take a look at a few different Religious Festivals or Days, celebrated this month (this is a small sample of the festivals/days being celebrated this month).

8th December - Rohatsu (Bodhi Day)

This Buddhist holiday celebrates the historical Buddha's decision and vow to sit under the Bodhi tree until he reached spiritual enlightenment. It's celebrated through meditation and is embraced similar to how Christians celebrate Christmas to honour Jesus Christ.

For more details: [Rohatsu/Bodhi Day](#).

18th to 26th December - Hanukkah

This is the eight-day Jewish festival of lights, which celebrates the Maccabean revolt in Israel. Eight candles are lit with a menorah to honor the holiday.

For more details please see: <https://www.myjewishlearning.com/article/hanukkah-2024/>.

21st December - Yule/Winter Solstice

This Wicca and Neo Pagan festival, celebrates the earth's shortest day and longest night.

For the Wicca; In most traditions, Yule is the Sabbat that begins the Wiccan Year. This is the Winter Solstice—the shortest day and longest night we will experience in the Northern Hemisphere. Though it's typically celebrated on December 21st, the exact moment of the Solstice varies from year to year due to a slight misalignment between the Gregorian calendar and the actual rate of the Earth's rotation around the Sun.

For more details please see. <https://wiccaliving.com/wiccan-calendar-yule-winter-solstice/>.

For Neo Paganism: Yule is the time to celebrate the rebirth of the light after the very darkest part of the year. The full celebration includes a period of reflection and of purging what does not serve you and reflecting on the upcoming year with fresh eyes and hope for new beginnings.

For more details please see: <https://www.pagangrimoire.com/yule-winter-solstice-christmas/>.

25th December - Christmas Day

Christmas is one of the most important Christian and cultural holidays of the year, but for Christians, the true meaning of Christmas is the celebration of the birth of the Savior, Jesus Christ.

For Christians, Christmas is a time to reflect on the significance of Jesus' birth, emphasizing themes of love, peace, and goodwill toward all.

Beyond its religious roots, Christmas has evolved into a widely celebrated cultural and festive occasion in many parts of the world. It often involves exchanging gifts, spending time with family and friends, decorating homes with festive ornaments, and partaking in special meals and traditions.

For more details please see. <https://www.christianity.com/wiki/holidays/what-is-the-meaning-of-christmas.html>



COURSE LIST UPDATE

Please find below, an updated list of courses that we are currently delivering as part of our Adult Skills Fund (ASF) contract with the Greater London Authority (GLA).

Please note - different Eligibility criteria apply. Eligibility Checks are conducted once an application has been made to the course.

To apply for a course listed below, click [here](#).

For more information about each course, please visit our website: www.landftraining.co.uk

This list is not exhaustive. If you are interested in another course within the Creative, Digital or Health and Social Care Sectors, please reach out to us at fundedqualifications@landftraining.com

Functional Skills

Qualification	Awarding Body	Duration
Functional Skills in English (Entry 2 to Level 2)	City & Guilds	8 weeks
Functional Skills in Maths (Entry 2 to Level 2)	City & Guilds	8 weeks

Essential Digital Skills

Qualification	Awarding Body	Duration
Essential Digital Skills (Entry Level 3)	NCFE	8 weeks
Essential Digital Skills (Level 1)	NCFE	8 weeks

Level 2 Qualifications

Digital

Qualification	Awarding Body	Duration
Certificate in the Principles of Cyber Security	NCFE	7 weeks
Certificate in Understanding Coding	NCFE	7 weeks

Green Skills

Qualification	Awarding Body	Duration
Diploma in Plastering (Construction)	ProQual	16 weeks
Diploma in Steel Fixing Occupations (Construction)	ProQual	16 weeks



COURSE LIST UPDATE

Level 2 Qualifications (continued)

Health & Social Care

Qualification	Awarding Body	Duration
Certificate in Awareness of Mental Health Problems	NCFE	6 weeks
Certificate in Preparing to Work in Adult Social Care	NCFE	12 weeks
Certificate in the Principles of Dementia Care	NCFE	7 weeks
Certificate in Understanding Autism	NCFE	6-8 weeks
Certificate in Understanding the Safe Handling of Medication in Health and Social Care	NCFE	6 weeks
Certificate in Working with Individuals with Learning Disabilities	NCFE	7 weeks

COMING SOON

Certificate in Understanding Behaviour that Challenges	NCFE	TBC
Certificate in Care and Management of Diabetes	NCFE	TBC
Certificate in Common Health Conditions	NCFE	TBC
Certificate in the Principles of End of Life Care	NCFE	TBC
Certificate in Falls Prevention Awareness	NCFE	TBC
Certificate in Principles of the Prevention and Control of Infection in Health Care Settings	NCFE	TBC
Certificate in Principles of Working with individuals with Learning Disabilities	NCFE	TBC



LEARNERS OF THE MONTH

Learner
Corner

This edition, we are pleased to celebrate two individuals as our Learners of the Month for December. For details, please see below:

Mary Vanderpuye

For Unwavering Commitment and Passion:

Mary has successfully completed two courses with L&F Training, demonstrating her **commitment to professional growth** and **her passion for making a difference** in adult social care.

She achieved her Level 2 in Preparing to Work in Adult Social Care and now her Level 2 Certificate in the Principles of Dementia Care **within a commendable timeframe, showcasing her hard work, discipline and determination.**

Mary's achievements also reflect the **support she received from her tutors** and L&F Training. Mary is **a shining example** of a learner who **embraces opportunities for development** and applies herself fully to her studies.

During her Exit Review meeting, Mary demonstrated **unwavering commitment** to making a meaningful impact in the lives of vulnerable adults. Her **passion** for this vital work was truly inspiring.

Well done Mary!



Tonderai Maunganidze

For Exceptional Dedication and Achievement.

Tonderai has successfully completed two courses with L&F Training (Level 2 in Preparing to Work in Adult Social Care and Level 2 Certificate in Awareness of Mental Health problems). She has completed both courses in a timeframe which has **demonstrated her hard work ethic, as well as her self-discipline and determination** in relation to her studies.

Tonderai's achievement **sets her apart** as an **exceptional learner**, who takes full advantage of development opportunities by **fully applying herself** to her study programme.

During her Exit Review meeting Tonderai **demonstrated unwavering commitment** to making a meaningful impact in the lives of vulnerable adults. The **passion** for working in Adult Social care, which she reflected during her reviews was **truly inspiring.**

Well done Tonderai!



What is the Adult Social Care Digital Skills Framework?

The Adult Social Care Digital Skills Framework is a resource to help people working in adult social care understand and develop the digital skills they need.

The Digitising Social Care programme developed the framework in response to NHS England's technology and digital skills review. It aims to help care professionals use and benefit from digital technology in their day-to-day work, so they can provide high quality care.

It includes seven themes which relate to effective digital working:

Theme 1: Using technology to support person-centred care

Theme 2: Technical skills for using technology

Theme 3: Communicating through technology

Theme 4: Using and managing data

Theme 5: Being safe and secure online

Theme 6: Ethical use of technology

Theme 7: Digital learning, development, and wellbeing

Each theme has two levels:

- Digital skills for all – staff at every level of digital experience should aim to develop these skills
- Go further – skills for those working in or wanting to progress into supervisory, management or leadership roles, digital champions or business support roles.

For more details please see the Digitising Social Care website: <https://beta.digitisingsocialcare.co.uk/develop-digital-skills/digital-skills-and-training#msdyntrid=0RNI7p7cnt6yF-CSKGD4LyxoDRQshQZVuB-Jg0S-veA>



English Language Section

We have noted this phrase (under 'Incorrect' below), occurring a lot, in messages to us, so thought you might find this useful:

Incorrect:

I hope your well

Correct:

I hope you are well or I hope you're well

NB: 'You're' is an accepted abbreviation for 'you are'.

Why?

The word **'your'** is possessive. That means it belongs to the person. e.g. My name is... Your name is... etc.

Therefore, if you say or write I hope your well. You are actually asking about the person's Well (i.e. place where you can obtain drinking water)!



If you have a question you would like answering, or a topic you would like covered, in the next newsletter, please email info@landftraining.com

STAFF CORNER

JOB VERSUS VOCATION

Food for thought

What is a Vocation?

In the Cambridge dictionary a Vocation is described as 'a type of work that you feel you are suited to doing and to which you should give all your time and energy, or the feeling that a type of work suits you in this way.'

To put it another way, a Vocation is a career that you feel passionate about, that you feel you are 'called to' and which can make a difference in the lives of people with whom you work. Carers, Tutors, Teachers, Nurses are a few examples of roles which are normally vocational, rather than considered 'jobs.'

What is a Job?

A job is 'the regular work a person does to earn money.' Sometimes those working in a 'job', may not feel very engaged or invested in their organisation or colleagues.

Is your role a Job or a Vocation?

What do you want it to be? It is up to you to decide what you want and then to pursue that.

Editor's note: For me, I would rather have a vocation and luckily that is what I have, serving my colleagues and working with my organisation to help people develop skills to improve their lives. **Sometimes, the difference between a Job and a Vocation, is the mindset.**

CDP OPPORTUNITIES

HealthCare

Health Care - CPD for Care Workers

People working in social care already play a vital role in health promotion. Tailored specifically for people who work in adult social care, this e-learning module has an underlying theme of prevention and is designed to build on the knowledge you already have in this area.

This module offers practical guidance on how your practice relates to public health approaches and how to further integrate these approaches into your day-to-day work.

Key topics covered include:

- preventing illness
- protecting health
- promoting wellbeing
- mental health
- healthy aging.

For more details on this free e-learning module please visit the [Skills for Care Website](#).

To access this free e-learning module, please follow this link: <https://portal.e-lfh.org.uk/Component/Details/843605>

Construction

CPD for those working in the Construction Industry

Those working as Tutors within Construction Industry related training courses, also need to maintain and refresh their sector knowledge by carrying out CPD (30 hours practical and 20 hours sector based theory etc., per subject).

We have done some research and, as a starting point for you, found the following organisation who provide a range of free courses/webinars etc., relating to construction. We hope you find this link useful:

Barbour: <https://www.barbourproductsearch.info/cpd/?msclkid=21ba147925ca1d40bfb17331a51cb44b>.



If you have a question you would like answering in the next newsletter, please email info@landftraining.com



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INDUSTRY TRENDS -

THE STATE OF HEALTHCARE AND ADULT SOCIAL CARE IN ENGLAND 2023/24

In October 2024 the Care Quality Commission published their annual report. Below are the highlights of their findings:

Adult Social Care Key Findings:

For much of 2023/24, the North East and Yorkshire region had the highest proportion of delayed discharges due to waiting for home-based care

The number of new requests that did not result in a service being provided has increased by 27% since 2017/18.

In April 2024, waits for care home beds and home-based care accounted for 45% of delays in discharging people who had been in an acute hospital for 14 days or more. with nearly 4,000 people delayed on an average day

London had proportionally the most delayed discharges from acute hospital due to waiting for a bed in a care home

For much of 2023/24, North East region had the fewest homecare services per 100,000 population of older people.

In 2023/24, we made 106 referrals to partner agencies regarding concerns about modern slavery and labour exploitation – nearly 3 times as many as last year

London had the fewest residential care home beds per 100,000 population of older people.

There has been a steep fall in the number of overseas workers applying for health and care worker visas – representing an 81% decrease in the period April to July 2024 compared with the same period in 2023.

At 5.4%, staff vacancies in care homes at the end of 2023/24 were at their lowest rate for the last 3 years.

L&F Training comment:

This demonstrates that the need for Adult Social Care is continuing to increase, especially in relation to providing care to those who have been in hospital. The numbers of those working in the Care sector is not sufficient to meet the growing demand. For this reason, there will continue to be good employment opportunities for those wishing to embrace the vocation of Carer in Adult Social Care.

This, in turn, will mean that Adult Social Care Tutor roles in the Training sector, will continue to be required; making this a good career choice for those tutors wanting job security and longevity in their tutor role.

Full details of the report can be accessed via:

<https://www.gov.uk/government/publications/state-of-health-and-adult-social-care-in-england-2023-to-2024>



HOT TOPICS

1st to 31st

BOWEL CANCER - DECEMBEARD 2024

Decembeard is an annual fundraising and awareness campaign that encourages individuals to grow beards during the month of December to support and raise funds for bowel cancer research and awareness. This light-hearted yet impactful campaign empowers participants to embrace their facial hair and engage in conversations about a critical health issue.

Decembeard was launched by Bowel Cancer UK, a charity dedicated to raising awareness of bowel cancer, for both men and women; supporting patients and families, and funding research. The campaign began as a way to engage the public in a fun and light-hearted manner while addressing the serious issue of bowel cancer, which is the fourth most common cancer in the UK.

For more details about Decembeard and Bowel Cancer etc. please click on the links below:

[BOWEL CANCER UK](#)

[NHS UNI-CITY MEDICAL CENTRE](#)

[BLADDER & BOWEL COMMUNITY](#)



2nd to 8th

NATIONAL GRIEF WEEK 2024

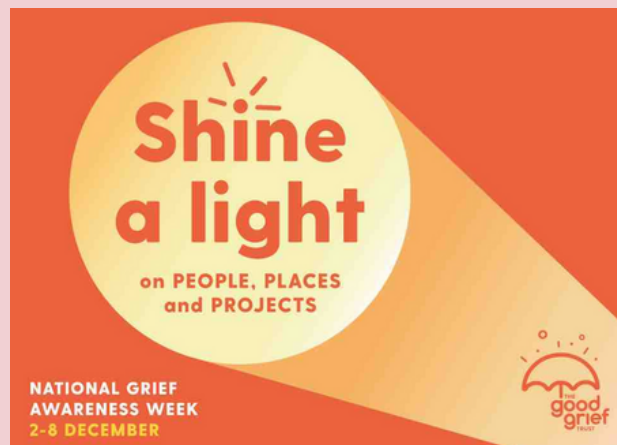
'Shine a Light' is this year's theme for National Grief Awareness Week 2024

The Good Grief Trust want to Shine A Light on YOUR PEOPLE PLACES AND PROJECTS across the UK, to help raise greater awareness of the outstanding bereavement services up and down the country.

Every year on the final day of the campaign the Trust lights the country orange to remember those who have died and support those bereaved across the UK.

Please join us and light landmark buildings orange or simply light a candle at 6pm, on the 8th of December

For more details please see: <https://www.thegoodgrieftrust.org/ngaw/>



12th DECEMBER - CHRISTMAS JUMPER DAY

On Thursday 12 December, Save the Children's Christmas Jumper Day is back!

Aardman Studios' Shaun the Sheep has created a film to promote this event, in order to raise funding for the Charity 'Save the Children.' The funds raised will be utilised to help the children who need it most.

In 2023, thanks to all the amazing people who took part in Christmas Jumper Day:

- A total of £3 million was raised for children in the UK and around the world
- Over 1.5 million children and teachers and 27,000 workplaces took part in Christmas Jumper Day 2023



For more details:
[Watch the Shaun the Sheep 'The Knit before Christmas' video](#)



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MENTAL HEALTH AND WELLBEING

DEALING WITH GRIEF AT CHRISTMAS (OR DURING ANOTHER CELEBRATION TIME)

At Christmas time (or at any time when the world around you seems to be celebrating an event, occasion or Festival); it can be very hard to cope with grief. Whether a loved one passed away recently or several years ago; sometimes the pain of the loss feels worse at these special times of the year, as happy memories of time with them, return and we feel their absence more keenly.

Below are some ideas on how to cope with and navigate your way around your grief, to enable you to still have the opportunity to participate in and, in some way, enjoy the celebrations taking place around you.

7 Ways to cope with grief during Christmas:

1. Dedicate a moment
2. Say 'no' to normality
3. You owe no one your most sparkly self
4. Share the grief
5. Be kind to yourself
6. Keep their memory alive
7. Make a toast to their life

For more details: [Hospice UK](#)

24 Ways to survive Christmas when you are grieving

The Untangle Grief website lists 24 thoughts on this subject and links to a number of online support events, to help you through this season.

Amongst the 24 ways are suggestions around talking about your loved one and self-care.

For more details: [Untanglegrief.com](#)

Advice on Coping with Grief at Christmas

The Sue Ryder Charity website is a good reference point for obtaining advice for the season.

This includes advice around:

- Planning ahead
- Being open about your decisions
- Considering old and new traditions
- Consumption of alcohol

For more details: [Sue Ryder](#)

Please note: These links and websites are provided for information only and should not be considered a recommendation or endorsement of the website contents, on the part of L&F Training

Links to useful resources and information in relation to mental health:

[How can I look after my mental health at work](#)

[How can I support a colleague with their mental health](#)

[5 Steps to Mental Wellbeing](#)

[Returning to work after Mental Health issues](#)

[WHO Guidelines on Mental Health at Work](#)



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SAFEGUARDING AND PREVENT - LATEST NEWS/UPDATES

Counter Terrorism Policing's Winter Campaign

This winter will see millions of people across the UK enjoying themselves at Christmas parties, markets and heading out to the high street.

Unfortunately, we know that these events and venues could be attractive targets for terrorist activity. That's why Counter Terrorism Policing is collaborating with event organisers and businesses across the UK to help keep the public safe this winter.

The winter vigilance campaign is now in its fourth year, and over that period, has reassured and encouraged members of the public, when attending Christmas festivities over the winter period, to trust their instincts and tell staff, security or police or report online if something doesn't feel right.

L&F Training encourages all Learners and Staff to follow the Counter Terrorism Policing's advice, as per the social media poster below.



For more details please see below:

[Counter Terrorism Policing's campaign](#) and [Protect UK](#) (set up to provide free advice, guidance and learning to help businesses and communities understand protective security and improve their response to the risk of terrorism).

To report a concern online please use this link: <https://act.campaign.gov.uk/>



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SAFEGUARDING AND PREVENT CONTINUED

**Worried about a Learner or a colleague, who is vulnerable?
Do you need advice on how to help them?**

If it is not an emergency: Please contact your tutor (if you are a learner) and/or the L&F Training Designated Safeguarding Lead (DSL) via staysafe@landftraining.com.

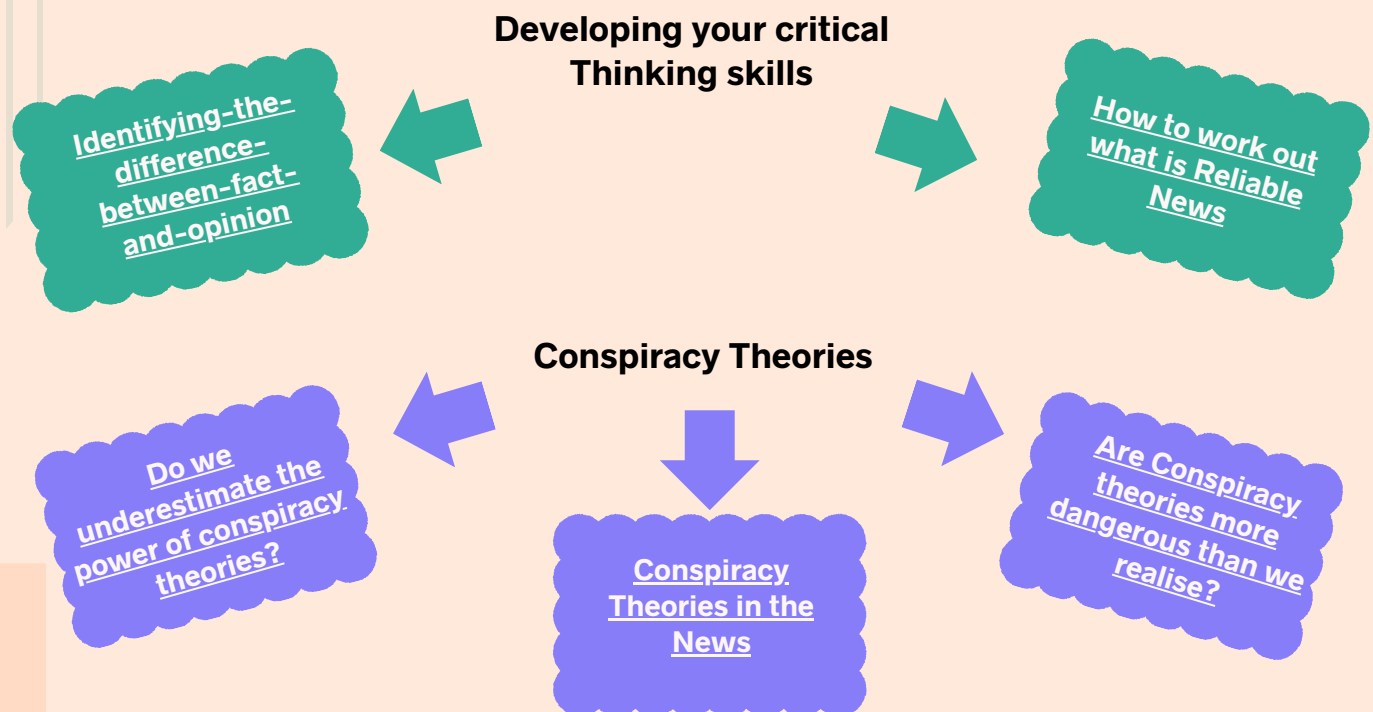
If it is an emergency (i.e. you feel there is a risk of harm or abuse for the individual or yourself), please phone the police by dialling 999 and then follow up with a message to the L&F DSL, so L&F can provide you with support as appropriate.



EDUCATE AGAINST HATE CALENDAR - DECEMBER USEFUL LINKS

The Educate Against Hate (EAH) Calendar entries for December encourages learners and staff to take some time to look at some resources which can help you to understand more about a range of skills and topics.

Please see below:



For more detail and a link to the Educate Against Hate calendar click [here](#)



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ACTIVITIES

December Celebrations

S Z T P I E H R E B T A A B Q G X S Q H L L Q X A
V U W O L R P M T M P Z X U W P G G A M Y B F S H
F L R C R H T J L U T L O S C W E E H D Q Q F A X
M C P W H G E B R P V N M W O X K I M X H C X U L
F T N J T H B F I H H P E A C E K H Z D C P G D S
J I C C Q C E L G U S J R Y V H R O X H Z N G Z D
L A T T Z N A V F M E B T T R B R L J I I D G G E
N Y H E S S Y W T G B N R L F O N I W T G E I S Y
C Q W K H O O F T D D K P N G E H D S M P R E C R
O P F P A G C H E A O M O G C N O A N T J T N K F
W I N T E R S O L S T I C E N S E Y T K M H T P B
N S F X Z G K M R R T H Z Q A F L N F S O A K L I
R T G Y E E F M R A K I H E M I I K S W U N S B C
K W O Z H C C N R R E P V R M O O D G P K U C U T
C Z L D T O X B K G J U L A Y K Q C P G X K Q G U
C I R Y U L E C T C B C F O L T S M Z O T K T I V
U I N W L L T I Y K M C T X E T R U E E W A R K I
Z H O M E O Q O C L I A C K O E K T W R O H B R E
B O T C D P P L I T C R T I T C G Y T I T U G M O
E R G E G H M X S W L F T I H W A E I Z T C I K W

CELEBRATION

CHRISTMAS

FAMILY

FEASTING

FESTIVAL

HANUKKAH

HOLIDAY

HOME

PEACE

ROHATSU

WINTER SOLSTICE

YULE

Wordsearch puzzles source: <https://www.thewordfinder.com/word-search-maker/>



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ACTIVITIES

Sudoku Challenge

Level - Easy

		4		8	2	9	7	3
2	8							5
					6		8	1
	4			6		8	9	
7	2			9	8	1	5	
8				4			2	
	6					5	4	
4	3		6	5				
					4		3	8

Level - Medium

			3				1	5
9		5			7		2	
				5	2			6
6					4			
4	2	9	8		1		6	
	7		5		6			
	4	8			5		7	2
		6	2					
	9			4	8		5	

Level - Hard

		9					5	
2		3	8	7	5	6		
7			4					1
			5		9			
	8					9	6	
				3		1		
		1			2	5	8	
5	2		9				1	
6	3		1		7			

Level - Evil

				1	3			4
	8					5		
	4						1	
	9				2			1
	6		7	3	8			
		5	1			8		
				8		2	4	
			5	2	1			
				9				

Sudoku puzzles source: <https://sudokutodo.com/generator>



KEY CONTACTS AND POLICIES



IMPORTANT POLICIES

[L&F Equality Diversity and Inclusion Policy](#)

[L&F Safeguarding and Child Protection Policy](#)

[L&F Learner Charter and Discipline Policy](#)

[L&F Appeals, Concerns and Complaints Policy and Procedure](#)

[L&F Staff Conduct and Discipline Policy](#)

[L&F Malpractice Maladministration Plagiarism and Artificial Intelligence Use Policy](#)

[L&F Health & Safety Policy](#)

[L&F Prevent Risk Assessment for Further Education](#)



