

# NEWSLETTER

At Buttercups, the Safeguarding and Welfare and Pastoral Care Teams work very closely. Our aim is to support and we will be producing a quarterly bulletin with information you may find useful.

This quarter, we explore Sarcoma Awareness Month; providing information and links to support for anyone affected by cancer. We examine one of our British Values, Mutual Respect and Tolerance, it's role in the workplace and provide links to support for anyone experiencing or witnessing workplace bullying. Finally, we look at how to support young people and their mental health when they return to education in September and how to support yourself during that time.

## SARCOMA AWARENESS




July is Sarcoma Awareness month, but what are sarcomas?

Sarcomas are rare cancers that develop in the supporting tissues of the body and bone. Soft tissue sarcomas can start in muscle, fat, nerves, fibrous

tissues, ligaments, and other connective tissues. Although soft tissue cancers are less common than other cancers, early detection is crucial.

Due to its rarity, awareness of sarcoma cancer is important as it can be misdiagnosed or go unnoticed for longer periods of time.

**“Despite 15 people in the UK being diagnosed with sarcoma every day, only 25% of the population know what sarcoma is (1 in 10), with even fewer people recognising its signs and symptoms.”**

 [Sarcoma - issues-in-diagnosis](#)

Bone sarcoma, also known as ‘Primary Bone Cancer’, is a form of cancer that develops in the bone tissue and forms a tumour/s, but it is important to remember that secondary cancer can spread to other parts of the body including the bone.

It is not always known what causes a sarcoma to develop, but there are risk factors to be aware of that may increase a person’s susceptibility. These include:

- Being over the age of 65.
- Previous radiotherapy treatment.
- Untreated HIV - this can cause a type of soft tissue sarcoma called ‘Kaposi’s Sarcoma’.
- Neurofibromatosis - a genetic condition that causes non-cancerous tumours to grow along the nerves.
- Retinoblastoma - a rare type of childhood eye cancer.
- Injuries – some injuries can cause a sarcoma that was already there to present itself.
- Exposure to a chemical known as ‘Vinyl Chloride’ which is used to make plastic.

 [Macmillan - soft-tissue-sarcoma/causes](#)

 [NHS -soft-tissue-sarcoma/causes](#)

## Signs/symptoms

We have listed some signs and symptoms of sarcoma below. However, some sarcomas may not cause any signs/symptoms until they have grown or are pressing on an organ, muscle, or nerve.

- A lump/s which can be felt through the skin, measuring approximately 5cm or more in size.
- A lump increasing in size or becoming painful.
- Lumps that are located deep within a muscle.
- The recurrence of a lump that has previously been removed.
- Broken bones that happen unexpectedly (with minor injury or no injury at all)
- Bone pain.
- Abdominal pain/constipation and feeling a sense of fullness.
- Weight loss.

A prolonged cough which isn’t going away (this is usually when a sarcoma is near a lung).

**If you are concerned, please consult your GP.**



## Tips on talking about cancer

### Ask Open questions

By asking open questions that start with 'What' 'When' and 'How', it encourages people to think and reflect on what's happening and helps them to decide on the next step for themselves.

### Use simple, easy to understand language

Use plain language where possible which helps to remove barriers when communicating and gives people a better chance of understanding what you're saying. In addition to this, try to use familiar phrases/words and speak in short sentences if possible.

### Actively listen

Talking about cancer can be a vulnerable experience for someone, make sure to keep the focus on them and spend time listening to what they have to say. Ways of showing you are actively listening include, eye contact, repeating points back to them and being supportive.

### Normalise talking about cancer

By making it a part of conversation, we can support people develop a better understanding of cancer and encourage people to feel more comfortable to ask questions. Educating people in how to reduce the risk of cancer gives them the confidence to seek medical advice if they notice anything that isn't 'normal' for them.

### Encourage positive action

Encouraging positive action can inspire people to make changes that reduce the risk of cancer. Positive changes may include, quitting smoking/reducing their intake. You may get involved to support them in feeling less alone, these small steps may help to make it more achievable.



## Support for children, teenagers and young people

### Young Lives VS Cancer

A charitable organisation that helps children and young people with cancer. They have a social care team, 16–25-year old's Facebook support groups, support groups for parents/carers and information regarding bereavement and grief.

### Teenage Cancer Trust

Provides specialist nursing care and support for young people aged 13-24. They also provide information for patients' loved ones.

### Shine Cancer Support

Support for adults in their 20's, 30's and 40's who have experienced a cancer diagnosis. They provide information, run talks, groups, programmes and workshops for patients and their loved ones.

### Fruit Fly Collective

An organisation that creates and signposts to information resources to help children cope when a parent has cancer or to help families talk and learn about cancer.

## Further support resources

**Sarcoma UK** is the bone and soft tissue cancer charity that offers a range of support for anyone diagnosed with or concerned about sarcoma.

**Macmillan Cancer Support** has a support line that can help clinical, practical and financial related information. Macmillan offers support through online communities as well providing a directory to enable you to find support in your local area.

**Cancer Research UK** offers a confidential talking service for anyone affected by cancer

**Maggie's** provides free expert care and support across the UK and online. They offer support and information for people dealing with or supporting a loved one through a cancer diagnosis and have support centres across the UK.

**Marie Curie** is the UK's largest provider of hospice care outside of the NHS and offer patient information and support.



# British Values: Spotlight on Mutual Respect and Tolerance

In the connected world of today, the virtues of tolerance and respect for each other are more important than ever. A peaceful and inclusive community is built on these values, which encourage cooperation and respect between individuals from various backgrounds. Despite the importance of these values, bullying can still be an issue in some workplaces, and these behaviours create unpleasant working environments that are damaging to both people and businesses.

## Understanding workplace bullying

**Workplace bullying can encompass a range of behaviours:**

### Verbal Abuse

Insulting remarks, mocking remarks, or harsh language used against a person.

### Intimidation

Acts of hostility, including threats and violent actions, that are meant to intimidate or restrain.

### Exclusion

A person who is purposefully kept apart or treated unfairly at work.

### Harassment

Unwelcome and persistent actions, including unwanted approaches and unfair treatment.

These behaviours do not have to take place in person. **Cyberbullying** is the term for harassment or threats sent by text message applications, social media, or email.

Recognising the importance of Mutual Respect and Tolerance forms the foundation of a healthy work environment where individuals feel valued, supported, and empowered to contribute their best.

**By fostering an atmosphere of respect, organisations can:**

### Promote Diversity and Inclusion

By embracing diverse perspectives and experiences, we can enrich the workplace and foster innovation.

### Enhance Employee Wellbeing

A respectful workplace contributes to higher job satisfaction, lower stress levels, and better mental health among employees.

### Boost Productivity and Performance

Individuals who feel respected and valued, are more motivated to collaborate, thereby leading to improved teamwork and productivity.

What can you do if you feel mutual respect and tolerance is not being observed in your workplace?

- Follow your internal policies and procedures, e.g., report to your line manager or HR department.
- If you feel comfortable, verbally challenge the

language/comment/behaviour, and explain that it is inappropriate. This could be done 1:1 or raised in a staff meeting.

- Contact the Buttercups Safeguarding and Welfare Team to request support.
- Contact ACAS for impartial advice on workplace rights, rules, and best practice.



## Safeguarding and Pastoral Care Newsletter



### Scenario

Rachel is a manager who is completing an apprenticeship with Buttercups Training. Her Workplace Training Supervisor, Abdul, is a qualified member of her team. Rachel keeps forgetting to take her protected study time as part of her Off the Job Training hours as she is so busy. Abdul wants to support her with her course but sometimes it can feel awkward telling his manager what to do.

#### What can Abdul do?

- Arrange a meeting with Rachel to discuss how the new professional dynamic is going to work.
- Help develop a plan and schedule a study slot each week.

#### What can Rachel do?

- Make Abdul aware of the number of hours required each week.
- Update Abdul on her progress and the area's she is finding challenging.

#### How does this demonstrate Mutual Respect?

- Rachel and Abdul have actively listened to each other and developed a plan together.
- They have respected each other's job roles, responsibilities, and opinions.



### Scenario

Several employees in the same team all celebrate the same religious festival. They have all requested to have the same day off work as annual leave which leaves the team short-staffed. The manager would like to find a way to keep things fair whilst still meeting the needs of the business.

#### What can the manager do?

- Speak to HR or their line manager for advice.
- Follow internal policies and procedures.

#### What can the employees do?

- Discuss possible solutions with their colleagues and suggest these to the manager.
- Think of ways to celebrate at work if they are required to come in.

#### How does this demonstrate Mutual Respect?

- The team have actively listened to each other's ideas and opinions.
- The manager has demonstrated respect for different faiths and beliefs.



## Where to get additional support if you have any concerns:

[ACAS – Employer Advice](#)

[Unison – Public Service Union](#)

[Citizens Advice - Citizens Advice](#)



## Back to School & Mental Health



September often signifies change for many families across the country as schools, colleges and universities reopen their doors. This can be a challenging time for the young people in our lives who may be starting school for the first time, getting to know a new teacher, making new friends at a new school or even flying the nest for the first time.

It's exciting and nerve-wracking in equal measure and, as their parents and carers, we do our best to support them during this transition, but it can be challenging, for them and for us. Supporting our child's mental health and that of our own can go a long way towards minimising anxiety and overwhelm. There is a wealth of advice and support available online for starting or going back to school, and we have collated some of them here!

## Safeguarding and Pastoral Care Newsletter

**Establish a routine** – we all know routine is important for children, but it goes a long way towards supporting our mental health too. Children are also very perceptive and, if we are in control, they feel more settled and secure too:

- In the week or two before they go back, gradually start getting them to bed earlier and waking them up in the morning.
- Start encouraging good habits such as reducing screen time before bed, eating breakfast in the morning and getting clothes ready before going to bed.
- When they are back at school, establish a routine for reading and/or homework. Whether it's before or after school, every evening or on specific days, find what works for your home and your family.

**Self-organisation** - Feelings of disorganisation can lead to overwhelm and stress, so being organised can help minimise those feelings.

- We can encourage our young people to establish organisational skills from an early age by giving them responsibilities such as ensuring they have what they need for the next day, e.g., spellings, reading book, PE kit, ingredients for food technology!
- We can support ourselves by adding dates to our calendars as soon as they are released by the school. Planning childcare for INSET Days and school holidays as well as getting key dates for parent's evenings and school trips in the diary will help reduce those last-minute panics.

**Preparation & Familiarisation** – no matter their age, helping our children feel prepared will support them through the changes they are facing:

- Talk about what to expect, walk the route to school, look at the school website. Familiarising your child with what to expect can go a long way towards easing any worries they may have.
- For our older children, help them to learn easy recipes, share budgeting tips or explain what those funny laundry symbols in their clothing labels actually mean. Ensuring they have a basic understanding of how to survive independently will help put your mind at ease and give them greater confidence as they leave home for the first time. There are plenty of books aimed at students that you can present as gifts if they are resistant to your help.

**Talk and listen** – share your own experiences, whether it's of when you started a new job or memories from your own childhood, talk about how you felt. Doing this will normalise and validate their own feelings about this new start. Let them know that they have the right to feel the way they do and find ways to help them deal with those feelings.

Most importantly, look after yourself. Whether your little one is starting school for the first time or your young adult is off to uni, be kind to yourself. Whether it's 20-minute walk to clear your head or rediscovering a long-lost hobby or past-time, you can't give from an empty cup, so take the opportunities when they arise to refill it!

### For further support

The Mental Health Coalition has a wealth of resources including a [Back to School Mental Health roadmap](#).

**Mental Health UK** has a resource library, providing advice to parents and carers on how to engage your young person in conversations around mental health, emotional wellbeing and resilience.

**Young Minds** offers support and guidance to young people and also offers a helpline for parents and carers who are concerned about their young person's mental health or wellbeing.

**Newcastle University** have a blog post on [how to cope](#) when your child goes to university.



**'In our next bulletin we will be talking money and mental health, menopause and focussing our attention on the British Value: Individual Liberty.'**