

Apprentices Newsletter

October 2022

Welcome to the October Newsletter

LEADERSHIP TEAM THOUGHTS

It's that time of year when the leaves change colour and the colours of autumn seem to brighten the world a little bit and represent a time for change and a time for reflection.

We hope you are looking forward to continuing with your learning. As always, we will continue to work in partnership with you to provide the highest quality of training and support.

World Mental Health Day - 10 October 2022

Each year, World Mental Health Day is observed to raise awareness around mental health issues worldwide. The day offers an opportunity to talk openly about mental health and the work that needs to be done to ensure people worldwide have access to adequate and affordable treatment and care.

When someone is carrying around worries and difficult feelings, it can feel very lonely. Having someone there to listen can help them work through what's going on and feel better able to cope. You don't have to be an expert to help someone open up, the fact that you care is what matters.

But sometimes, finding the words to say how you feel is tough. You can feel like you're talking another language, and that no one else understands. It can make getting the support you need, harder. New research shows that creative outlets are supporting young people with their mental health, in a way that resonates and perhaps feels more comfortable than talking might do.

A study from mental health charity Mind, which included **906 - 16-24 year olds** in the UK, revealed the vast majority of young people – **(91%)** – are turning to creative outlets to help them express their feelings when they are struggling with their mental health.

Nearly a quarter **(23%)** have had a conversation about mental health as a result of hearing or reading about experiences conveyed in music or poetry, and one in three **(34%)** say this helps to normalise the topic of mental health.

Try some creative ways to express how you feel, like write a poem, listen to music, start a journal, any creative way you feel will help give you an outlet to how you feel.

If you or someone you care about is struggling with mental health, always remember there are always people you can talk to. Take a look at the Mind website for some helpful resources or call their confidential infoline to speak to a friendly advisor.

www.mind.org.uk/get-involved/speak-to-us/

NATIONAL COMING OUT DAY - 11 OCTOBER 2022



National Coming Out Day was first celebrated in 1988 on the one-year anniversary of the 1987 National March on Washington for Lesbian and Gay Rights – a date chosen to honour the bravery of LGBTQ+ individuals who decide to come out and live openly. Although it started off as an American awareness day, the meaning of National Coming Out Day is still highly relevant to LGBTQ+ communities across the world today.

Coming out is a unique experience for each LGBTQ+ person. For some, coming out is no longer a big deal, for others, it is still a huge challenge. The very real fear of facing discrimination, bullying, or judgement can cause LGBTQ+ people to stay 'in the closet', struggling with anxiety while they strive to be themselves. Over the decades there has been huge progress

for the LGBTQ+ community, with legislation on same-sex marriage, discrimination laws, and educational reforms all helping to protect and support LGBTQ+ people. However, these legal developments don't mean that the fight for LGBTQ+ rights is over. We continue to see LGBTQ+ people suffer from attacks, hate, and abuse.

♥ National Coming Out Day is a day to celebrate the beauty of being true to yourself, for having the courage to share an important part of your life with others, and for celebrating those who may come out to you. National Coming Out Day should also be a day to acknowledge the difficulties of coming out, and to remember that it's still not something all LGBTQ+ people can safely do.

INTERNATIONAL PRONOUNS DAY - 20 OCTOBER 2022

International Pronouns Day takes place on the third Wednesday of October each year and is a day that seeks to make respecting, sharing, and educating about pronouns commonplace.

In English, there are a number of different kinds of pronouns. International Pronouns Day is specifically referring to third person personal pronouns, which are used to describe a person when you are talking about them. These can be gender pronouns such as "she/her/hers" or "he/him/his" or gender neutral terms such as "they/them".

How to use pronouns correctly

For many transgender, gender nonconforming, and non-binary people, the simple act of being referred to with the correct pronouns - an experience many people take for granted every day - can be incredibly affirming but being referred to by the wrong pronouns can have a significant and sometimes devastating effect, as their identity is ignored, devalued and even erased.



- It is best practice to not assume anyone's gender identity or pronouns; the easiest way to learn what pronouns someone uses is just to politely ask them ("what pronouns do you use?").
- Try not to assume someone's gender or preferred pronouns
- If you do not know – ask (it can feel awkward, but many people will be grateful to be asked rather than have you assume)

GP Strategies are here to support you if there's anything you wish to discuss. Please contact our safeguarding support line on **0330 0183 531** (This number is available 24 hours a day, 365 days a year) or email **safeguardingreporting@gpstrategies.com**. You can also find more information, resources on our website.

Early Years

Benefits of the outdoors on Children's development and education

The outdoor environment can be a powerful place for young children's learning and development. Being outside allows children to express themselves freely. Unlike an indoor space, there aren't space constraints meaning children can jump, shout and explore to their hearts content. The sense of freedom playing outdoors brings is fantastic for a child's development, both physically and mentally.

Below are a few key benefits it offers to children:

Encourages an Active Lifestyle: Children who play outdoors are more likely to continue to enjoy a healthy lifestyle as they get older.

Appreciation of Nature and the Environment: Learning in an outdoor environment allows children to gain an understanding of the world we live in. They can experience animals in their own surroundings and learn about their habitats and lifecycles.

Encourages Independence: The extra space offered by being outdoors will give children the sense of freedom to make discoveries by themselves. They can develop their own ideas and create games with their friends without feeling like they're being directly supervised. They'll begin to understand what they can do by themselves and develop a 'can do' attitude, which will act as a solid foundation for future learning.



Adult Care

Culturally Appropriate Care

It's important that people receive support that reflects their culture which is at the heart of person-centred care. Delivering good culturally appropriate care can be beneficial to peoples' emotional, physical and spiritual health.

East Sussex County Council Adult Social Care Training Team, funded by Skills for Care, have developed a range of resources to support embedding culturally appropriate care in everyday good practice. The Skills For Care 'Culturally appropriate care guide' was written to help anyone involved in the care and support of individuals to have a clearer understanding of culturally appropriate care and covers a broad range of topics that will help you to learn about and be sensitive to people's cultural identity or heritage.

To support the learning within the guide, Skills for Care have also published a series of resources for use in training and development. These cover supporting individuals from ethnic minority groups and backgrounds, stereotyping, and supporting relationships and people who are lesbian, gay, bisexual, transgender, queer and others (LGBTQ+). They can be used individually, or as part of a whole package of training. Download the guide at <https://www.skillsforcare.org.uk/resources/documents/Developing-your-workforce/Care-topics/Culturally-appropriate-care/Culturally-appropriate-care-guide.pdf>

Business & Management

UPDATE: The Institute for Leadership and Management have informed that this year's International Leadership Week has been postponed until March 2023.

Chartered Management Institute resources:

If our future counsellors and therapists are studying management skills, what can managers learn from therapists to refine their practice? Leading workplace therapist explains why understanding behaviour and emotions is so key. Access the resource: ['The three therapy skills that all managers need to master'](#).

Raise awareness, create support groups, promote health and banish blame – some proven ways to help your people feel secure in their work. Access the resource ['Improving Psychological Safety at Work'](#).

GROUP TAUGHT SESSIONS

It is **IMPORTANT** that you **book your place** - these sessions are **MANDATORY** and are part of your programme and will give you credit progress towards your qualification.

Look at the course schedule through the learning hub or speak to your skills coach and book your session today.

These live virtual sessions are delivered by a team of expert trainers to provide you with knowledge in specific areas that bring live examples and also give you a chance to talk and exchange best practice amongst other apprentices across the country.

CONGRATULATIONS TO OUR ACHIEVERS!

We would like to take this opportunity to say a huge well done to all of our apprentices who successfully achieved their qualification last month.

**SMASHED
IT, WELL
DONE**

FANCY JOINING OUR AMBASSADOR PROGRAMME?

'Have you ever wanted to be an ambassador for your profession/sector? Do you have ideas on what latest sector information your peers will be most interested in?

This is an amazing opportunity for you to talk about your apprenticeship journey and share your story with others. We would love to hear from you. If you would like more information on what is involved and how you can be one of our Ambassadors please get in touch:

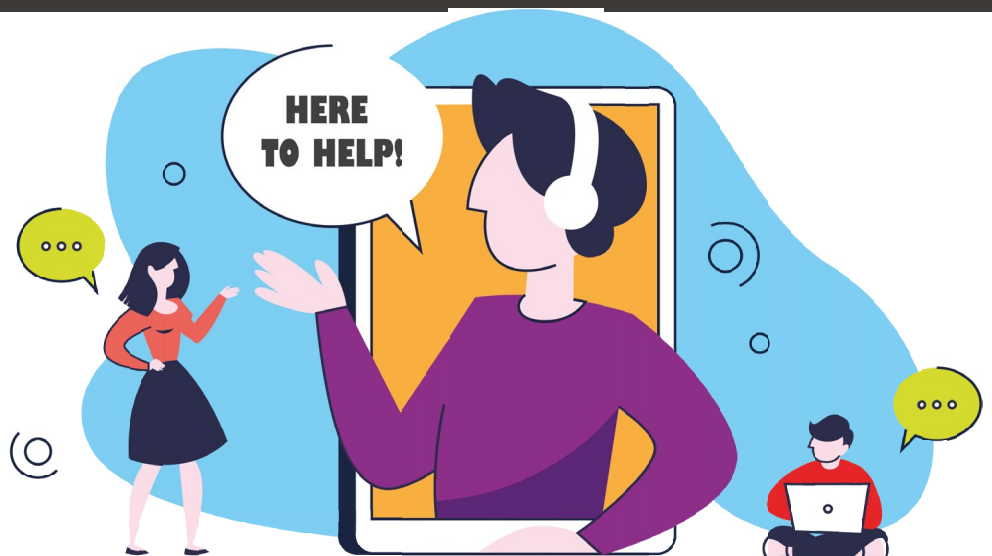
email: lmcdonald@gpstrategies.com

LEARNER AND EMPLOYER SUPPORT INFORMATION

Our team is on hand to answer any questions or queries you have.

To find out more about us visit our website:

<https://www.gpstl-apprenticeships.co.uk/about-us/faqs.shtml>



YOUR CAN FIND SOME UPCOMING CELEBRATIONS AND EVENTS HERE:

<https://www.wincalendar.com/Calendar-UK/October-2022>