

FAIRCHOICE

Keeping you up to date with diversity news, trends and tips

Spring 2021

Welcome to the spring edition of FairChoice, our quarterly round up of diversity news. In this edition we are acknowledging and celebrating some key dates that are meaningful to our employees across the regions we operate in.

GP Strategies' IDEA Council

As a geographically diverse global organisation, GP Strategies is made up of diverse voices and experiences. To meet our diverse workforce's needs, and ensure that diversity is integrated into all aspects of our work, GP Strategies has an 'IDEA Council' to lead and guide us on all policies and practices related to inclusion, diversity, equity and accountability.



Stress Awareness Month - April 2021

Stress Awareness Month has been officially recognised since 1992, to increase public awareness across the globe. According to the Mental Health Foundation, 74% of UK adults have felt so stressed at some point over the last year they felt overwhelmed or unable to cope.

Stress is a significant factor in mental health problems including anxiety and depression. It is also linked to physical health problems like heart disease, problems with our immune system, insomnia and digestive problems.

How can you reduce stress?

- **Talk about stress** - reduce the stigma associated with stress by talking openly with friends, family and colleagues.
- **Share your coping mechanisms** - what works for you, share the benefits.
- **Be kind to others** - treat others with compassion and empathy.
- **Take a moment** - take time out of your day to relax and do something you enjoy.
- **Try a stress test** - <https://www.stress.org.uk/individual-stress-test/>

Mental Health Awareness Week - 10th to 16th May

The coronavirus pandemic is having a huge impact on our mental health and this year's theme 'Nature' is encouraging people to open our eyes to the power and benefits of nature to our mental health.

How can you look after your mental health?

- **Talk about your feelings** - this can be difficult, but the more you open up and share you may find that friends, and family can help you through.
- **Keep active** - release those feel-good endorphins in your brain. Regular exercise can boost your self-esteem and help you concentrate, sleep, and feel better.

Ramadan – 12th April to 12th May

The naming of Ramadan stems from the Arabic root 'ar-ramad', which means scorching heat. During the month of Ramadan, Muslims will not eat or drink during the hours of daylight, but instead, it is common to have two meals, one before sunrise, and the last directly after sunset. The end of Ramadan is marked by a big celebration called 'Eid ul-Fitr', the festival of breaking of the fast, where Muslims will thank Allah for the strength he gave them throughout the previous month.

Black Inclusion Week – 10th to 16th May

Following the death of George Floyd in the US, a movement has been launched to help drive black inclusion and challenge inequality across the UK. The inaugural 'Black Inclusion Week' looks to increase awareness and momentum of black inclusion and the journey towards an anti-racist society. It is a reminder of the importance of embedding a fair and just society for all. For more information visit www.blackleaders.co.uk.

Pride Month – June

Pride month is celebrated across the world in June, celebrating LGBTQ+ communities and the right to freedom to be yourself. It is marked across the world with lots of parades and marches but given the ongoing pandemic and social distancing restrictions, this year's festivities will look slightly different from usual, with some safety measures in place.

Did you know?

The symbol for Pride is a rainbow flag, which is used globally originated in the US, and originally had 8 stripes, but now has 6. Ahead of Pride month Disney are selling rainbow Mickey Mouse ears!

Other key dates coming up...

Global Day of Parents – 1st June
World Humanist Day – 21st June

Useful contacts

Anxiety UK

T: 03444 775 774 (helpline)
M: 07537 416 905 (text)
W: www.anxietyuk.org.uk

Mind

T: 0300 123 3393 (helpline)
M: 86463 (text)
W: www.mind.org.uk

Mental Health Foundation

W: www.mentalhealth.org.uk

GP Strategies Safeguarding

T: 0330 0183 531 (available 24/7)
E: safeguardingreporting@gpstrategies.com
W: www.gpstl-apprenticeships.co.uk/safeguarding/

Final thoughts

At GP Strategies, we are committed to creating an environment where diversity is valued and encouraged for both our own employees and that of our learners; an environment that ensures equal access to opportunities for professional growth and advancement for all.

If you have any issues or concerns with equality, diversity or other safeguarding issues, please contact our support line on 0330 0183 531 or email safeguardingreporting@gpstrategies.com

GP Strategies – committed to equality and valuing diversity



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