

# FAIRCHOICE

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

Summer 2021

Welcome to the summer 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.

## **“A good head and a good heart are always a formidable combination”**

– Nelson Mandela



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.

## **Diversity in the workplace**

Respect for diversity and inclusion of people with various genders, races, sexual orientations, disabilities, and social differences, makes for a happier workplace, improved productivity and ultimately results in better performance. A diverse workforce promote different perspectives and drives economic growth, and as the evolution of the UK post-Brexit develops so should our working cultures.

## **World Day against Trafficking in Persons - 30th July**

This year's theme puts victims of human trafficking at the centre of the campaign and aims to highlight the importance of learning from the survivors of this horrific crime.

### **Did you know?**

Many victims of human trafficking have experienced ignorance or misunderstanding in their attempts to get help. They have had traumatic post-rescue experiences during identification interviews and legal proceedings. Some have faced revictimisation and punishment for crimes they were forced to commit by their traffickers. Others have been subjected to stigmatisation or received inadequate support.

### **Facts and figures**

- 50% of identified victims were trafficked for sexual exploitation, 38% for forced labour
- Female victims continue to be the primary targets - women make up 46% and girls 19% of all victims of trafficking
- Globally, one in every three victims detected is a child



## Grief Awareness Day – 30th August

National Grief Awareness Day is dedicated to raising awareness of the numerous ways in which individuals cope with loss.

### Did you know?

- Every 22 minutes a parent dies, leaving 112 children left bereaved every day
- 85% of young people between the age of 20 and 24 who take their own life have had a bereavement
- Adults bereaved by suicide have a higher probability of attempting suicide
- The bereaved often say they feel as though they are going mad – a need to normalise grief through peer support
- Risk factors: isolation, loneliness, trauma, PTSD, alcohol, drug abuse, self-harm

### What can we do?

Be kind to others – treat others with compassion and empathy. People cope with grief a number of ways such as feeling overwhelmed, numbness, anger, loss of appetite, headaches, and mixed emotions.

It's important to reach out regularly to individuals who might be suffering – just asking how are they holding up, then letting them talk. There may be something practical you can help with, or just being a shoulder of support.

### Useful organisations

**AtaLoss.org** – connect to griefchat  
W: [ataloss.org](http://ataloss.org)

**Child Bereavement UK**  
W: [childbereavementuk.org](http://childbereavementuk.org)  
T: 0800 028 8840

**Mind**  
W: [www.mind.org.uk](http://www.mind.org.uk)  
T: 0300 123 3393 (helpline)  
86463 (text)

## 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.



Contact us to speak confidentially with one of our Mental Health First Aiders.

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](mailto:safeguardingreporting@gpstrategies.com).

GP Strategies – committed to equality and valuing diversity



INVESTORS  
IN PEOPLE Silver



European Union  
European Social Fund



Education & Skills  
Funding Agency



Crown  
Commercial  
Service  
Supplier