

FAIRCHOICE

Keeping you up to date with safeguarding news and tips

Jan-Mar 2022

Welcome to the winter 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.

“Everyone should be respected as an individual”, but no one idolised – Albert Einstein

GP Strategies

IDEA



COUNCIL

INCLUSION
DIVERSITY
EQUITY
ACCOUNTABILITY

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 to 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 the working cultures.

World Braille Day - 4th January 2022

Braille is a method of reading and writing for blind people based on an arrangement of six raised dots to represent each letter and number, which the blind person can touch or feel. World Braille Day, celebrated since 2019, is observed to raise awareness of the importance of Braille as a means of communication in the full realisation of the human rights for blind and partially-sighted people.

Did you know?

Braille is named after its inventor Louis Braille, who lived in France in the 19th Century. Braille is used by blind and partially sighted people to read the same books and periodicals as those printed in a visual font. Find out more [here](#).

Chinese New Year – 1st February 2022

Chinese New Year, also known as Lunar New Year or Spring Festival, is celebrated at the start of the new lunar year, which is based on the start of a new moon.

Chinese New Year 2022 will fall on Tuesday, 1st February 2022, beginning a year of the Tiger. China's public holiday where schools and businesses close so people can spend time with their families will be from 31st January to 6th February 2022.

Did you know?

Chinese New Year has a history of over 3,000 years. Each Chinese year is associated with an animal sign according to the Chinese zodiac cycle, which features 12 animal signs in the order - Rat, Ox, Tiger, Rabbit, Dragon, Snake, Horse, Goat, Monkey, Rooster, Dog, Pig. The recent and incoming Tiger years are 1950, 1962, 1974, 1986, 1998, 2010, and 2022. Find out more [here](#).

LGBT+ History Month – February 2022

LGBT+ History Month 2022 is a month-long, annual, celebration and remembrance of lesbian, gay, bisexual and transgender history. It looks at the history of gay rights, which is also related to the civil rights movements. The main and overall aims of the month are to promote two things: equality and diversity including:

- Remember those across the world who live without rights
- Learn about historic LGBTQ+ figures and events
- Encourage inclusivity and understanding in the workplace
- Remember how far we have come in the fight for equality
- Build a better world for young LGBTQ+ professionals

LGBT+ History Month takes place from the 1st to the 28th February 2022. February is an important and poignant month in LGBT history. It was chosen for LGBT+ History Month to coincide with the abolition of Section 28 in 2003, a policy that prohibited the 'promotion' of homosexuality.

The theme for LGBT+ History Month 2022 will be Politics in Art. The theme highlights art in the national curriculum and celebrates the many achievements and contributions of LGBTQ+ artists. In the fight for equality, art has served as an emotive communicator, a representation of the LGBTQ+ community's struggles against homophobia. Find out more [here](#).

International Day for the Elimination of Racial Discrimination – 21st March 2022

The International Day for the Elimination of Racial Discrimination is observed annually on the day the police in Sharpeville, South Africa, opened fire and killed 69 people at a peaceful demonstration against apartheid 'pass laws' in 1960.

Organised by the United Nations, the day aims to stop people being discriminated against because of their race. It is a chance to learn from the mistakes of the past and work towards a future of harmony and equality. For business owners who hold significant power over their company's racial diversity, it must also inspire inclusion efforts to eradicate discrimination in the workplace.

Useful resources

- United Nations-International Day for the Elimination of Racial Discrimination
- Show Racism the Red Card
- Stand Against Racism and Inequality (SARI)

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.