

# FAIRCHOICE

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

Apr-Jun 2022

Welcome to the Spring edition of FairChoice.

## **'Strength lies in differences, not in similarities' – Stephen R. Covey**

In this edition we are celebrating diversity, as an inclusive organisation GP Strategies is made up of diverse voices and experiences.

GP Strategies, together with the IDEA Council, is a geographically diverse global organisation and the culture and traditions of our employees are unique to their location. We also recognize the need to be geographically inclusive and strive to continue to do our best to meet our diverse workforce's needs.

### **Diversity in the workplace**

Respect for diversity makes for a happier workplace, by fostering awareness and acceptance of human differences will ultimately improve productivity and is good for business. The UK is proud to be one of the most diverse countries which promotes our economy and aids our businesses to grow.

## **April**

### **Stress Awareness Month**

Established in 1992, Stress awareness month has been raising awareness for 30 years, the causes and cures of Stress. With the last two years being particularly challenging due to the COVID pandemic many services such as the Stress Management Society, have been overwhelmed by people seeking support. Why not join the 30-day challenge – to help to improve your mental health?

### **2022 Theme – Community**

Community has been chosen in deference to the ongoing loneliness that the Pandemic has caused, with isolation impacting people's wellbeing and mental health. As Covid restrictions are lifted across the country, people are needing additional support to adjust to a new way of living.

We have all seen the detrimental effect on the nation's mental health due to the Pandemic, due to the cancellation of large gathering, travel restrictions, and working from home. The positive emerging theme however has been the community spirit felt by many of us as a result of these constraints.

Relationships are one of the most important aspects of our lives. People who are more socially connected to family, friends, or their community are happier, physically healthier and live longer, with fewer mental health problems than people who are less well connected. People in neighbourhoods with higher levels of social cohesion experience lower rates of mental health problems than those in neighbourhoods with lower cohesion, regardless of how deprived or affluent a neighbourhood is.

To learn more about this, and also the 30-day challenge for April – see  
<https://www.stress.org.uk/national-stress-awareness-month/>

## **2nd April: World Autism Awareness Day**

The United Nations General Assembly unanimously declared 2 April as World Autism Awareness Day to highlight the need to help improve the quality of life of those with autism so they can lead full and meaningful lives as an integral part of society.

Autism is a lifelong neurological condition that manifests during early childhood, irrespective of gender, race or socio-economic status. The term Autism Spectrum refers to a range of characteristics. Appropriate support, accommodation and acceptance of this neurological variation allow those on the Spectrum to enjoy equal opportunity, and full and effective participation in society.

### **Raising Awareness:**

- Dress up in Blue – Blue is a symbolic way of honouring Autism Awareness Day across the globe, many schools use this activity as a way of raising awareness to their students.

## **May**

### **9th – 15th: Mental Health Awareness Week**

Mental health problems are common in the workplace and is the leading cause of sickness absence. 70million workdays are lost each year across the UK due to mental health problems.

GP Strategies Training has invested in training 20 mental health first aiders to support our staff and learners over the last 12 months, and will continue to advocate mental health in the workplace.

### **2022 Theme - Loneliness**

**There are a number of ways to promote the week in your workplace, including:**

- Fundraising – do a challenge event for a charity such as Mental Health Foundation, or Mind
- Providing a safe space for colleagues who may need to take a minute to seek help from a local mental health first aider.
- Little acts of kindness – something as simple as making a colleague a coffee, an ear and some time to listen.

### **15th: International Day of Families**

Held on 15th May every year, the International Day of Families was established by the United Nations in 1993 as a way to raise awareness of issues faced by families throughout the world.

The UN also uses the International Day of Families as a way to recognise that family structures have undergone many changes due to social, economic and demographic factors. The annual event provides a way to highlight the important role that families hold in communities and raises issues that may affect families.

### **How is the International Day of Families observed?**

The UN organises and promotes a variety of activities, workshops, newspaper articles and television programming.

Schools and educational establishments are also encouraged to get involved and observe the day.



## June

### 1st: Global Day of Parents & Guardians

#### 2022 Theme – Families & New Technologies.

Parents & Guardians lay the foundation for children, to nurture, protect and equip them with the skills necessary throughout life. On Global parents & guardians' day, children young and old express their gratitude to their parents for all they do for them.

#### Why don't you take some time to connect with your family?

- Visit – have a cup of tea with a relative
- Make a call – not all family members are close by, a call can reach across the miles
- Watch a movie or go for a walk – spend some quality time with your family & close friends.

### 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.



Mental Health First Aiders – if you would like to talk to one of our Mental Health First Aiders, please contact us.

If you have any Safeguarding concerns, please find more details on:

<https://www.gpstl-apprenticeships.co.uk/safeguarding/> We also have a 24/7 hotline: 0330 0183 531

GP Strategies – committed to equality and valuing diversity



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