

## September 2024 Newsletter

Welcome to our monthly newsletter for apprentices and managers, this month's focus will be - **National Inclusion Week**

### Competition

In our July apprentice newsletter, we presented a free competition with questions on core topics such as British Values and equal opportunities.

This was a fun little quiz to reinforce some of the key areas that underpin the courses, and we are delighted to announce the randomly chosen winner through our "spin the wheel" having answered all 3 questions correctly....

Adam Taylor of Watson-Marlow Fluid Technology Solutions!!!

Congratulations Adam, we hope you enjoy your £30 Amazon voucher and thank you for everyone taking part in what was a very popular competition.

Who said learning can't be fun?!

#### This month's competition

This month, we are giving away 3 copies of the **7 habits of highly effective people** to the people who correctly answer the below questions before the 31st of October. The winner will be randomly selected from those who have entered.

Stephen Covey's book, 7 Habits of Highly Effective People, although first published in 1990, is absolutely relevant in 2021 and beyond. The 7 Habits are as important and just as effective in today's online digital world as they were when they were first written. There is a good reason that this book is one of the great business and personal development books of the past 50 years.

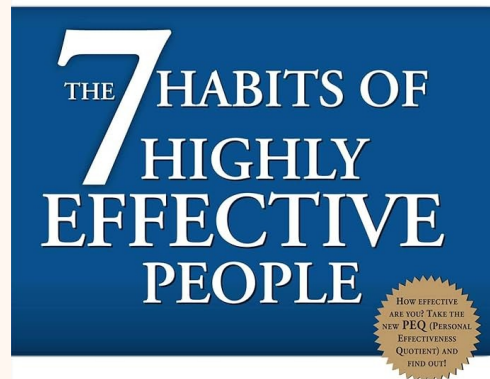
Essentially the book challenges us to consider how we make assumptions about people and situations and by using the 7 Habits we can make better, more informed decisions.

**Put simply, the book is about a 'paradigm shift' in our own thoughts. Good luck!**

***T&Cs: Open to all active CQM Training and Consultancy apprenticeship learners, one entry per person. The winner will be***

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POWERFUL LESSONS  
IN PERSONAL CHANGE

WITH A FOREWORD BY JIM COLLINS,  
author of Good to Great and co-author of Great by Choice

**Stephen R. Covey**

chosen at random. Closing date 11pm  
31st October 2024.

To enter the event click [here](#).

## National Inclusion Week – 23<sup>rd</sup> to 27<sup>th</sup> of September 2024



### Why Inclusion is so important?

Feeling included is a key aspect of human life. Many of us can recall a sense of exclusion: moments when we felt left out; other; different; that we weren't welcome or weren't appreciated.

Inclusion is the reverse: making people feel welcome; ensuring that it is safe for them to express who they choose to be; demonstrating our appreciation for their input; working collaboratively and showing we care.

People spend the majority of their time at work, so it's critical that they feel safe and respected. The advantages of inclusion and diversity in the workplace are numerous, with main benefits including a large pool of talent, a positive culture, and mutual respect throughout.

According to [Built in Beta](#) the following data show great examples of why inclusion is the right way to go.

- Inclusive companies are 1.7 times more innovative
- 67% of candidates seek out diverse companies to work for
- Inclusive companies are 120% more likely to hit financial goals

### How can you champion inclusivity?

**Be your professional authentic self:** Take time to speak and get to know everyone in your team. Share your own differences with them and remember to treat everyone with respect. Don't be afraid to highlight your strengths even when they are different to others.

**Speak up about inclusion:** Always speak up in a healthy way ensuring that your decision aligns with your values and beliefs. Don't be afraid to be the lone voice in the room. Managers value employees willing to step out of the pack to educate others.

**Think about how you communicate:** Be mindful of the words that you use. If words are not used correctly, they can be misinterpreted. So, for instance, when opening a conversation with your team avoid using gender-specific words like, 'guys' or 'ladies', especially in the presence of gender non-conforming or mixed-gender individuals. This could result in misgendering, and cut off team members from the conversation.

**Challenge stereotypes:** Whether it be about unconscious biases, lack of information, the influence of the media, or teachings coming from our cultural and social beliefs, stereotypes can lead to actions and reactions that can sometimes be exclusive and unfair. When meeting someone new, recognise the power that your own biases have, how they are making you feel. Take a breath before you move forward.

## Religious Festival of the Month

**Mabon Pagan Festival – 21<sup>st</sup> to 29<sup>th</sup> of September, 2024**

Mabon is celebrated from 21<sup>st</sup> of September every year, and it ends on September 29. Falling

on the autumn equinox, it is a harvest festival that signifies the middle of the harvest cycle — when both days and nights are of equal length — making it the festival of balance and harmony. In Celtic folklore, this festival is named after the Mabon god of Welsh mythology, who is the son of the god of light and mother earth, 'Modron.' Mabon is celebrated to thank Mother Earth for the abundance and gifts of nature.

Mabon is considered by the pagans as the day to give thanks for the harvest and to share the bounty with the less fortunate. It has been celebrated by the modern pagans as the last of the eight Sabbats in the 1970s. It is named after the ancient Welsh hero 'Mabon ap Modron'. Mabon is the second of the three harvest festivals that take place in the Wheel of the Year, Lughnasadh and Samhain being the first and the third, respectively.

You can also see other religious events and festivals [here](#).

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