

Happy New Year!



A Brief Look Back

As we commence the year 2025, it is pertinent to reflect on the notable events that transpired throughout the preceding year:

We have welcomed over 30 new customers to our job boards, and further developed our relationships with existing customers and enhancing our engagement with various community groups. Furthermore, we expanded our service offerings, published our Monthly Newsletter and fostered a collaboration with Dial Global.

What's New for 2025?

Looking ahead to 2025, we anticipate several modifications to our portfolio of services. We will be organising workshops featuring speakers from charitable and community group organisations who will provide valuable insights and guidance to recruiters.

Additionally, we are planning to introduce more webinars and are exploring the possibility of launching a podcast. We will extend an opportunity for community groups to be highlighted in our Newsletter Spotlight Feature. Notably, our Customer Spotlight Feature is fully scheduled until January 2026; therefore we have initiated a weekly spotlight feature across our social media channels. Our focus will also be on the implementation of our Diversity Employment Pledge.

Special features on social media will be available for those customers interested in taking advantage of these opportunities.

Industry News

The Rise of hybrid Work Options: Many UK companies continue to offer flexible and hybrid work arrangements, allowing job seekers to prioritise employers that support a work-life balance. **Employers Seeking Diverse Talent:** Job seekers are encouraged to look for organisations showcasing their commitment to ED&I, often highlighted in their job postings and marketing materials. **Increased Awareness of Mental Health:** Many leading companies are emphasising mental health support as a key element of their employee value proposition, which may attract candidates looking for a supportive work environment.

Growing Support for LGBTQ+ Inclusion: Particularly leading up to Pride events, many companies are actively promoting LGBTQ+ inclusivity in their hiring processes, making it an important point of consideration for job seekers.



Success Stories

Our partnership with Diversity Jobs Group

Achieve Together recently partnered with Diversity Jobs Group and went live on November 1st 2024.

Since this partnership began we have had several successes using their boards to advertise our roles.

During the short time we have been with Diversity Jobs Group we have received 42 applications, 8 interviews with 2 candidates going through our onboarding process. We have also had a couple of new starters.

The achievement lies in the successful placement of the Practice Lead position, which remained open for over a year prior to our partnership. This candidate is now nearly prepared to commence work, and the transition has proceeded smoothly.

We have received a positive response from Diversity Jobs Group boards.

We look forward to our continued partnership in the coming year.

Achieve Together



Meet The Team



I have been working with Diversity Jobs Group since August 1st 2024. I was brought on board to provide our customers with a high standard of account management. My background is as a Business Development Manager, working for an IT company selling Managed Services.

The job board industry is new to me, and I've found the experience to be very rewarding. I enjoy connecting with customers and providing customised account management.

Outside of work, I enjoy spending time with my family and dogs. I have a passion for baking and once ran my own independent baking business, specialising in novelty cakes for special occasions. I also held cake stalls at retirement homes and raised money for charity (although it's been a while since I've baked).

My favourite hobby is creating and editing videos for my German Shepherd's TikTok account, which has gained love and attention from fans around the world.



"I am a daughter, niece, sister, wife, mother, and grandmother.
Above all, I am simply myself!"

Bernadette Evetts - Account Director



Customer Spotlight – Scottish Prison Service



Who we are and what we do

The Scottish Prison Service is an Executive Agency of the Scottish Government, responsible for operating 16 prisons across Scotland. We employ over 4,500 people across Scotland in a range of diverse roles, all working to support a just, safe and resilient Scotland. As well as employing Prison Officers, we also offer a multitude of other career pathways including roles in Psychology, Engineering, Finance, HR and IT to name a few! We believe that our staff are our greatest asset. As an organisation, our values are key to supporting us to deliver our key outcomes. We deliver our work in accordance with our seven organisational values:

- **Belief:** We believe that people can change
- **Respect:** We are inclusive, respecting the needs, rights and voices of everyone equitably
- **Integrity:** We have high ethical, moral and professional standards
- **Openness:** We work with others to achieve the best outcomes
- **Compassion:** We are about people and believe that positive relationships are a critical enabler of change
- **Humility:** We cannot do this on our own, we recognise that we need to work with and learn from others
- **Innovation:** We continually find ways to improve the delivery of prison services in Scotland

We recruit people who align with these values and are committed to their delivery.

Summary about Equality, Diversity and Inclusion

As an organisation, we are committed to employing a workforce that is diverse in order to truly represent the society that we serve. We recognise that by employing a diverse workforce, we can ensure we have a wider range of experiences, and a healthy mix of ideas and viewpoints. This supports us to have better informed decision making, and, in turn, an improvement in the quality of the services we offer.

The SPS are committed to embracing diversity, and actively promoting human rights in every aspect of our work. We aim to promote a culture where everyone in our care, our employees, our partner agencies and the public feel they are treated fairly, equally and according to their needs.



Summary about Career Progression and Development

Joining SPS, you'll have access to a wide range of opportunities to enhance your learning and development. We are dedicated to empowering our staff to reach their full potential through a diverse range of resources, opportunities and programmes. Whether you aspire to advance your career, explore new roles, or excel in your current position, we aim to support your goals. Our range of offerings includes on-the-job training, mentoring, professional qualifications, project work, in-house and external courses, online learning, secondments, coaching and so much more. At SPS, your development is important to us, and we're committed to helping you thrive.

Read some feedback from staff who have accessed opportunities available to them:

"The Leading with Awareness programme has given me a new dimension to my work thought process and managing different situations. The course so far has widened my knowledge of many things, given me a sense of purpose in many areas and made me think / feel differently about both myself and others."

- participant from Leading with Awareness, 9-month development programme.

"I learned a lot about myself and both my working and leadership styles. I was able to identify areas I felt I wasn't as strong in and work towards a plan of improving them."

- participant from Mentoring for Success programme.

"The course has provided me with skills that I can use not only in my work life but also in my home life too. It opened my eyes to new ways of thinking and challenged ways I already thought."

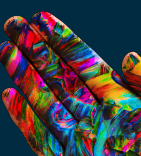
- participant from Franklin Covey's 7 Habits of Highly Effective People, 3-day programme.

Summary about opportunity to join SPS We're recruiting Prison Officers across Scotland now!

As a Prison Officer, no two days will be the same, and every day you'll be able to make a difference.

We have two different entry routes as a Prison Officer; Operations Officer and Residential Officer. To find out more about these exciting opportunities, and the other careers opportunities on offer, please visit our careers pages on our website [Careers | Scottish Prison Service](#).

Our friendly recruitment team are also happy to help with any queries you might have and can be contacted at vacancies@prisons.gov.scot



Community Spotlight – Autism Plus



About Us

Autism Plus was formed in 1986 by a group of passionate parents. Since then, we have supported thousands of people on their pathway to more independence.

We support adults and young people with autism, learning disabilities, mental health conditions and complex needs.

We were created by a group of parents in 1986. They were looking for the very best support for their children who were about to leave a specialist school. Once they reached 17, they found there was little or no help. Coming together, they setup Autism Plus in the market town of Thorne, near Doncaster to provide person centred support in residential living, and learning for adults and young people with autism and learning disabilities.

The belief set by our founding parents, to empower more people to live independent, fulfilling lives is still our focus today. As a leading Yorkshire charity we are empowering more people every day to achieve more than they had dared to dream was possible, and employ over 450 people covering the north of England in care support services, employment support and social enterprise businesses.

Choice

Choice is central to our vision. You and I can choose where and how we live, what we eat, wear and do. We believe that everyone, no matter what hurdles they are facing, should have those same choices and the chance to realise their full potential.

Our Values

We are passionate about supporting people to grow and develop independence.

We live this passion through our mission, vision and Autism Plus philosophy which are at the heart of everything we do.

Our partnership with local Job Centres is very productive, especially in Whitby and Harrogate.

The team do visit many other job centres in South Yorkshire, including Barnsley and Sheffield.

www.autismplus.co.uk/case-studies



Significant Dates – January 2025



New Years Day
1st January 2025



World Day of Peace
1st January 2025



World Braille Day
4th January 2025



World Religion Day
19th January 2025



Holocaust Memorial Day
27th January 2025



Chinese New Year
29th January 2025

2025 UK Bank Holidays

Wednesday 1 January New Year's Day
Friday 18 April Good Friday
Monday 21 April Easter Monday
Monday 5 May Early May Bank Holiday
Monday 26 May Spring Bank Holiday
Monday 25 August Summer Bank Holiday
Thursday 25 December Christmas Day
Friday 26 December Boxing Day

