



Diversity Jobs Group
Newsletter

Celebrating Women's History Month
and
International Women's Day.

This month's newsletter highlights the pivotal roles of women in shaping various industries and advocates for greater representation in fields traditionally dominated by men, such as Train Driving, Engineering, and Energy.

We celebrate some of the achievements of trailblazing women and encouraging the next generation to break barriers and pursue their passions.

We are also shining a spotlight on the challenges women face in the workplace and at home.

Our Customer Spotlight feature is Wickes.

As part of our celebration of women, we're introducing our "Jobs4Mum" job board.

We will also be hosting a webinar - Women in the Workplace

Wednesday **26th March** at **10.30am**, with guest speakers from Centrica, Smurfit Westrock and Leonardo Hotels.





Welcoming New Customers



Diversity Jobs Group would like to extend a warm welcome to our newest customers and welcome back some old customers!

Smurfit Westrock
Foundever
Portsmouth County Council
Enva
House of Lords
London Business School
Halesowen College
University of Derby
University of Bath
Barhale & BCS Group
Richmond Housing Project
St. Winnifreds Hospice
MIB
Sizewell C
Ideagen
Childbase
Anglian Water





The History of Notable Women in the UK



The UK is rich in history with contributions of remarkable women who have made significant impacts across various fields.

For example Florence Nightingale born in 1820, a pioneering nurse and social reformer, she is credited with founding modern nursing and significantly improving healthcare standards and practices during the Crimean War.

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With suffragettes, such as Emmeline Pankhurst who was a leading suffragette, played a crucial role in the women's suffragette movement in the UK, advocating for women's right to vote.

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Marie Stopes was a prominent advocate for women's rights, known for her work in birth control and family planning, and published a book in 1918 called "Married Love"

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The UK's very first female Prime Minister; Margaret Thatcher who was a key figure in global politics, known for her strong conservative policies and leadership.

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Queen Elizabeth II was the first female monarch in her own right since Queen Victoria as a role model, her patronage helped raise the profile of many women's rights organisations and their causes. She was awarded honours and recognition to women from various fields, including Science, Arts, and Public Service.





Challenges Women Face



Women today still face significant challenges in the modern world, which can differ geographically, culturally, and socio-economically.

Some of the most pressing challenges include gender pay gaps. Women often earn less than men for the same work, contributing to economic inequality. Many women encounter discrimination in hiring, promotions, and job assignments.

Issues such as glass ceilings and biases in leadership roles hinder their professional growth. Balancing professional responsibilities with family and domestic duties can be challenging, making a healthy work-life balance difficult.

Many women face domestic violence, sexual harassment, and assault. These issues can affect women's mental health and often go under-reported due to stigma and fear.

In some parts of the world girls still face barriers to education due to cultural norms, poverty, and violence.

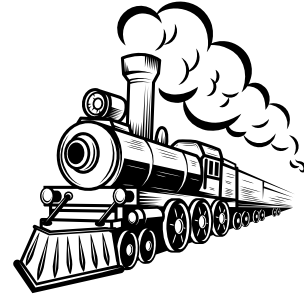
Women of colour, LGBTQ+ women and those marginalised communities may face compounded discrimination and barriers that exacerbate their struggles for equality and representation.

With the ever increasing use of digital platforms, women often face trolling, cyberbullying, and online harassment, again impacting their safety and mental health.





Women at Work



As we continue to champion diversity and equality, it's essential to encourage more women to pursue careers in industries like engineering, energy, technology, and train driving.

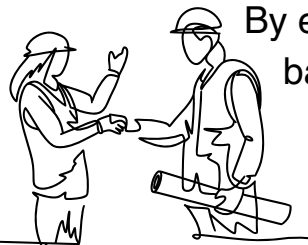
These fields are not only vital for societal progress but also offer remarkable opportunities for personal growth, innovation and empowerment.

By inviting women to these traditionally male-dominated sectors, we can pave the way for transformative change, benefiting not only individuals but communities and economies as a whole.

Imagine a world where women lead the charge in engineering in the infrastructure of tomorrow, developing sustainable energy solutions, driving innovative technology, and guiding our trains that connect our cities.

Women bring unique perspectives, skills and creativity that can drive breakthroughs and enhance teamwork in any field.

By entering these fields women can dismantle stereotypes, break barriers, and set an inspiring example for future generations.





Jobs4Mum

In an ever-evolving job market, the pursuit of diversity and inclusion remains a top priority for businesses and job seekers alike. This month we are shining a light on our Jobs4Mum job board, dedicated specifically to empower mothers in their search for meaningful employment.

Jobs4Mum not only connects candidates with an array of flexible job opportunities, but it also champions the unique skills and experiences that mothers bring to the workforce. As a platform that prioritises family-friendly employers, Jobs4Mum understands the challenges faced by mothers seeking to balance work and home life.

We only work with diversity-friendly employers so this helps you get connected directly with employers who want you to apply as they understand about 'invisible' differences

Hiring employers want a thriving diverse workforce where talent believe they have a fair chance of being hired and accepted regardless of their sexual preference, age, religion, race, disability and gender.



<https://jobs4mum.com/>





Customer Feature

Wickes

Building a future that works for our culture.
Wickes embraces flexibility and inclusion

We're the leading home improvement retailer, serving both trade professionals and DIY enthusiasts across the UK. With over 230 stores nationwide, a strong online presence, and a commitment to sustainability, we're at the forefront of the industry. We offer a wide range of products and services. And a large range of career paths from retail, to support function and distribution.

"We are more than about DIY; we're building careers"

Flexibility in action

At Wickes, we understand that life is dynamic and one size doesn't fit all. That's why we're committed to fostering a workplace where flexibility isn't just a buzzword, but a reality. We're a workplace where you can make work work for you. We believe in empowering our colleagues to achieve a healthy work-life balance, enabling them to thrive both professionally and personally.

We've moved beyond the traditional 9-to-5, and we recognise the diverse needs of our workforce. Our colleagues across our 230 stores, our support and distribution centre can experience the benefits of flexible working firsthand.

Employee Testimonials

"Being a parent, the flexible shifts at Wickes have been a game-changer. I can drop my kids at school and still contribute fully to my team. It's about trust and understanding"

This flexibility translates into concrete options such as flexible start and finish times, part-time, condensed hours and job-sharing opportunities, remote and hybrid working (where applicable). We prioritise trust and understanding, allowing our colleagues to find the balance that works for them.

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JOBS4 Dad

JOBS4 Ethnicity

JOBS4 Mum

JOBS4 Disability

JOBS4 Social Mobility

JOBS4 Over Fifties

JOBS4 Gender Neutral

JOBS4 LGBTQ+

JOBS4 Neuro Diversity



Customer Feature Continued

Wickes

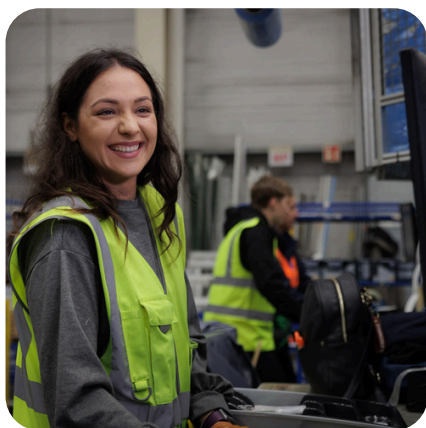
Our Inclusive Culture

We recognise the diverse needs of our workforce - understanding that life is dynamic and one size doesn't fit all. That's why we're committed to fostering a workplace where flexibility isn't just a buzzword, but a reality. We believe in empowering our colleagues to achieve a healthy work-life balance, enabling them to thrive both professionally and personally.

Regardless if you are a store manager or a commercial analyst you can make work work for you. And, whatever the reason, we ensure all 8000+ of our colleagues across our 230 stores, our support and distribution centre have the opportunity to flex their work as needed.

Employee Testimonial

"The option to work from home has allowed me to manage my health while being productive. I am trusted to do my work and I can also put myself first,"



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Customer Feature Continued

Wickes

Our Colleague Promise:

Our Colleague Promise is the foundation of our culture. We pledge to create an environment where you feel valued, respected, and supported. We're dedicated to our colleague's growth, well-being, and sense of belonging. This means investing in career's progression with training and opportunities, prioritising physical and mental health, celebrating diversity and fostering a welcoming environment. At Wickes, you'll have the freedom to be you. You don't need a 'work persona'. You can bring your genuine self to work. We believe that when you feel comfortable being yourself, you'll thrive.

We believe that diversity is our strength. We're committed to creating an inclusive workplace where everyone feels valued and respected, regardless of their background, identity, or experience. We actively promote diversity and inclusion through our policies, initiatives, and colleague networks. We've got six active network groups including our RAACE, our Balance for better looking after gender equality in the workplace.

Employee Testimonial

"At Wickes, I've found a community where I feel accepted and supported. It's a place where my voice matters,"

Join our team

Are you ready to experience our flexibility and inclusive culture? Explore our current career opportunities and take the next step in your professional journey. Visit our careers site by scanning the QR code, and apply to our role vacancies.

Our Promise

At Wickes, our colleagues are at the heart of everything we do. And our Colleague Promise is the foundation of our culture and the standard we hold ourselves to. We pledge to create an environment where you feel valued, respected, and supported. We're dedicated to our colleague's growth, well-being, and sense of belonging. From flexible working, growth opportunities and our great inclusion activities and networks we are always striving to ensure colleagues have the freedom to be themselves and feel empowered everyday.

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