

# Hello August!!

As we step into the final stretch of summer, August brings us warmth, celebration, and community spirit!

 Notable Awareness & Celebrations This Month:

## **New Monthly Feature: Neurodiversity Spotlight**

We're proud to launch our Neurodiversity Series, kicking off with a powerful piece from our ambassador, Sarah Tancell. Sarah explores how embracing neurodiversity in the workplace isn't just about inclusion – it's about innovation, strength, and understanding.

## **New & Renewed Partnerships**

We're thrilled to welcome our newest partners into the DJG community – and celebrate those continuing their journey with us:

**Together, we're building workplaces where every voice matters.**

## **Customer Features**

This month, we shine a spotlight on:

- Warwickshire Police & Crime Commissioner – Leading on community impact and inclusive hiring across policing roles.

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# Neurodiversity in the Workplace

## By Sarah Tancell, Founder of Neuro-D. | Triple Neurodivergent

Welcome to the first edition of our monthly spotlight on neurodiversity in the workplace, a space to support neurodivergent individuals and encourage employers to build inclusive, neuro affirming environments.

I'm Sarah, founder of Neuro-D., a consultancy supporting neurodivergent professionals to embrace their strengths and partnering with workplaces to build cultures, systems and processes that support neurodivergent talent. I'm also triple neurodivergent myself, and I know firsthand what it's like to ride the wave between high performance and burnout.

After over 20 years in HR and coaching, I reached a turning point in my early 40s when I was diagnosed with additional neurodivergences. Suddenly, everything made sense, from my working style to my exhaustion, and why things that seemed so easy to others were huge challenges for my brain. That insight changed the trajectory of my career, leading me to build a business around the way my brain works, not against it. Now, I'm here to help others find their way too.

### What is Neurodiversity?

Neurodiversity refers to the natural variation in how people think, learn, and process information. Around 1 in 5 people are neurodivergent, this includes conditions such as ADHD, Autism, and Dyslexia.

Neurodivergence isn't a flaw, it's a difference. Yet many workplaces still operate on a 'one-size-fits-all' model designed for neurotypical brains, which can lead to exclusion, misunderstanding, and burnout for those who don't fit that mould.

### A Growing Focus

While awareness of neurodiversity is growing, too many organisations are still stuck at the starting line, talking about inclusion rather than embedding it. Recognising the value of neurodivergent talent is important, but recognition alone doesn't shift systems. This is largely due to there not being enough information readily available, that's where we come in! We've seen this before. Mental health moved from stigma to strategy over the last decade, but only because it was met with consistent, practical investment. Neuroinclusion now needs the same: not just awareness campaigns, but accountability, structure, and real cultural change.

### The Strengths Neurodivergence Brings

Neurodivergent professionals often bring:

- Fresh, creative thinking
- Innovative problem-solving
- Deep focus and attention to detail
- Strong pattern recognition
- A drive for fairness and improvement



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# Neurodiversity in the Workplace: Your Monthly Insight

## By Sarah Tancell, Founder of Neuro-D. | Triple Neurodivergent



From the smartphone in your hand to the systems that run our world, many innovations came from neurodivergent minds. The challenge lies not in capability but in creating environments where those minds can thrive.

### But Let's Be Real, Barriers Remain

While attitudes are shifting, challenges still exist. Rigid hiring processes, unaccommodating environments, and communication barriers can make it hard for neurodivergent individuals to be themselves at work.

In this series, we'll explore those obstacles and share practical strategies and support to overcome them from both the employee and employer perspective.

### Your Questions, Answered

Each month, we'll answer your questions about navigating neurodiversity in the workplace. Whether you're wondering how to disclose a diagnosis or how to advocate for accommodations, this is your space to ask.

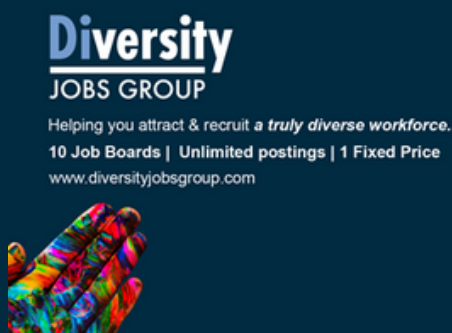
Contact Details: [sarah@neurodiversityconsultancy.com](mailto:sarah@neurodiversityconsultancy.com)

### What's Coming Up?

- Should I tell my boss I'm neurodivergent?
- How do I find inclusive employers?
- Tips for navigating the holiday season

We're moving beyond surface-level awareness. This is about practical tools, honest conversations, and building workplaces where neurodivergent people can thrive, not just get by. Whether you're an employer serious about inclusion, or a neurodivergent professional looking for support this is for you.

Find out more at [Neuro-D](#). Let's turn good intentions into real change.



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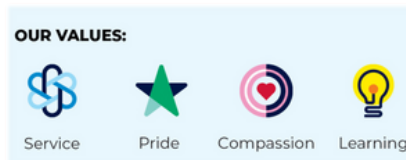
# Warwickshire Police Partner Feature

Committed to Protecting and Serving Our Communities



For over 160 years, Warwickshire Police has been at the heart of safeguarding the county. Our new policing plan sets out what we're going to do – and how we'll do it.

We shaped it through **“Building our future together”** work - conversations with everyone across the force and our partner organisations. At the heart of our plan is a clear mission: serving and protecting our communities. Simple. Powerful. And something that matters to all of us. If we stick to this mission and do it well, we'll reach our ambition: delivering policing excellence as standard. But it's not just about what we do. It's about how we do it. That's why our values are at the heart of the plan: service, pride, compassion, and learning.



As a smaller force, we pride ourselves on fostering a close-knit, family-oriented environment. Our workforce promise prioritises the health and wellbeing of all staff, whether you're on the frontlines in a public-facing role or working behind the scenes to support operations. We offer a range of career opportunities, from policing to professional, technical, and administrative positions.

Promoting diversity and equality of opportunity is central to our culture and leadership. We have outlined seven key equality objectives to help us build a workforce that mirrors the diversity of Warwickshire's communities. This includes increasing ethnic minority and female representation and creating an inclusive culture where every employee feels empowered to share their personal characteristics and perspectives.

## Warwickshire Police are a Disability Confident Leader



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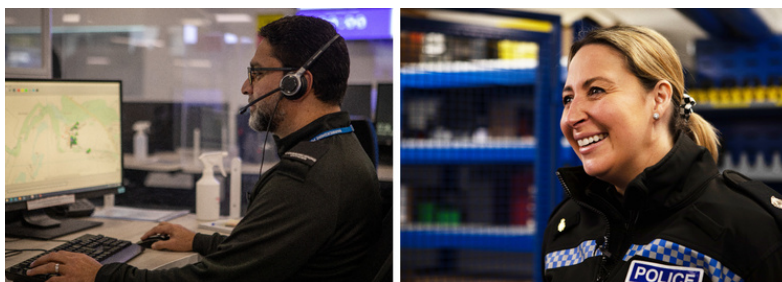
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# Warwickshire Police Partner Feature Continued



Warwickshire Police is committed to reducing crime, supporting victims, and maintaining public confidence. Our focus includes:

## **Preventing crime and protecting the vulnerable:**

Proactively reducing crime, particularly harm affecting vulnerable groups, and dismantling serious organised crime.

## **Ensuring high-quality service delivery:**

From investigations to community engagement, we strive for effective and fair policing, ensuring that victims of hate crime are satisfied with the service they receive.

## **Building an inclusive, representative workforce:**

Ensuring our people have the right skills and equipment, and providing a workplace that promotes learning and wellbeing.

## **Fostering collaboration and sustainability:**

Working alongside external agencies and ensuring our practices contribute to a greener, sustainable future.

## **Our strategic priorities are clear:**

To Prevent and Protect, Respond and Reassure, and be Effective and Efficient. Through strong leadership, a focus on operational excellence, and a commitment to sustainability, we will continue to ensure the safety and wellbeing of both our communities and staff.

Click on the logo below to read more about Warwickshire Police and to see their live vacancies



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# August Notable Dates

♥ Health & Wellbeing Awareness

National Road Victim Month – A month to remember those killed or injured on roads, and to raise awareness about road safety.

Psoriasis Awareness Month – Highlighting the impact of this autoimmune condition and advocating for better understanding and treatments.

World Breastfeeding Week (1–7 August) – Promotes the benefits of breastfeeding and supports parents through education and advocacy.

National Immunisation Awareness Month – Promotes the importance of vaccinations for people of all ages.

🌍 Other Observances

International Youth Day (12 August) – A UN awareness day focusing on young people's contributions to society and the challenges they face.

Afro-Caribbean Food Month – Celebrated unofficially in various communities to recognise the influence and flavours of African and Caribbean cuisine across the UK.

 National Farmers Market Week August 4–10, 2025

National Farmers Market Week, observed annually during the first full week of August, is a dedicated time to recognize the vital role farmers markets play in the nation's food system. On Monday, August 4, communities across the country will begin celebrating local agriculture, sustainable practices, and direct farmer-to-consumer connections. Farmers markets support small-scale producers and provide access to fresh, nutritious food. Throughout the week, many markets will host special events, tastings, and educational workshops to highlight the importance of supporting local growers.

☀️ Summer Safety Month - Ongoing throughout August

Though officially recognized in both July and August, Summer Safety Month remains especially critical as we enter the final stretch of the season. Thursday, August 14, marks a national reminder from health and emergency services about staying vigilant—whether that means practicing sun protection, staying hydrated during heatwaves, or ensuring children and pets are never left unattended in vehicles. It's also a timely moment to review fire safety, water safety, and first aid readiness while families and communities continue to enjoy outdoor activities.

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# August Notable Dates Continued

## National Breastfeeding Month August 1–31, 2025

·National Breastfeeding Month begins on Friday, August 1, and includes weekly themes that focus on equity, support, and education. Throughout the month, advocates emphasize the benefits of breastfeeding for infant and maternal health, the importance of culturally competent lactation support, and the need for public and workplace accommodations. August 25–31 is dedicated to Black Breastfeeding Week, bringing attention to health disparities and uplifting Black families in their breastfeeding journeys.

## National Immunization Awareness Month August 1–31, 2025

·Observed throughout August, National Immunization Awareness Month (NIAM) highlights the importance of vaccines at every stage of life. The month kicks off on Friday, August 1, with campaigns encouraging parents to ensure their children are up to date before the new school year begins. As we move through the month, healthcare providers will focus on adolescent, adult, and older adult vaccinations, especially emphasizing protection against diseases such as measles, influenza, and shingles. Immunization remains one of the most effective tools in preventing serious illness and community outbreaks.

## Notting Hill Carnival August 24–25, 2025 (Sunday & Bank Holiday Monday)

·Held annually on the August Bank Holiday weekend, the Notting Hill Carnival in London is one of the world's largest street festivals. It begins on Sunday, August 24, with Family Day, featuring the children's parade and a focus on cultural heritage. On Monday, August 25, the full celebration unfolds with elaborate floats, steel pan bands, and vibrant masquerade costumes. This historic event honours Caribbean identity and resistance, while drawing over a million attendees to experience music, dance, and cuisine rooted in Trinidadian Carnival traditions.

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# Partnerships



Diversity Jobs Group would like to extend a warm welcome to our newest partnerships and we look forward to working together over the coming twelve months.

Jamie Oliver  
LV=

We would also like to thank some of our loyal partners for their ongoing support and we look forward to what we can achieve together during the next twelve months of our partnership.

Loughborough College  
Taylor Wimpey  
The Ramblers Association  
Hestia

To visit our website click on the logo below



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# Noteable Dates



World Breastfeeding Week 1- 7 August

International Day of the World's Indigenous Peoples 9 August

International Youth Day 12 August

International Left Handers Awareness Day 13 August

World Humanitarian Day 19 August

International Day Commemorating the Victims of Acts of Violence Based on Religion or Belief 22 August

International Day for the Remembrance of the Slave Trade & its Abolition 23 August

Rabi'al-Awwal (Muslim) 24 August

Makaton International Awareness Day 28 August

National Grief Awareness Day 30 August

International Day for People of African Descent 31 August

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