



# September's Newsletter

**We're excited to share the latest edition of our monthly newsletter! Inside this issue:**

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# Championing Mental Health at Work

(World Suicide Prevention Day – 10th September)

This September, World Suicide Prevention Day serves as a vital reminder that mental health belongs at the heart of every workplace.

Suicide remains one of the leading causes of death in the UK, and for many, work is both a source of purpose and potential stress. Employers have a unique opportunity and responsibility to create environments where individuals feel safe, supported, and valued.

## What can employers do?

- Normalise conversations: Break down stigma by encouraging open discussions about wellbeing in team meetings and leadership messaging.
- Train leaders: Equip managers with the tools to spot early signs of distress and signpost employees to professional help.
- Embed flexibility: Offer hybrid or flexible working options that reduce pressure and give employees space to manage their mental health.
- Provide resources: Promote Employee Assistance Programmes (EAPs), helplines, and peer networks.



## Why it matters for recruitment:

Organisations that visibly prioritise wellbeing are more attractive to job seekers, particularly younger generations who rank mental health support as a key employment benefit. Supporting staff isn't just the right thing to do, it's a competitive advantage.

**This September, let's all champion healthier workplaces where every employee knows:  
"You are not alone."**



# Celebrating Emergency Services & Air Ambulance Week

(999 Day – 9th September, Air Ambulance Week 9th - 15th September)

Every day, the UK's emergency services and air ambulance teams save lives, often under extraordinary pressure.

On Emergency Services Day (9th September) and throughout Air Ambulance Week (9th - 15th September), we recognise the dedication of our police, fire, ambulance, NHS, and volunteer teams who embody resilience and courage.

## Why it matters for employment:

- These professions highlight the importance of public service careers, roles where compassion, teamwork, and rapid problem-solving make a life-changing impact.
- With ongoing shortages across healthcare and emergency response, there is an urgent need to inspire the next generation into these vital jobs.
- Employers in every sector can learn from the values of our emergency services: fast decision-making, trust, and community-first responsibility.



## How businesses can support:

- Share stories of staff who volunteer as first responders or fundraise for air ambulance services.
- Recognise transferable skills: Veterans and emergency service leavers bring exceptional discipline, leadership, and crisis management into civilian careers.
- Partner with charities or host awareness campaigns to strengthen community ties.

**This September, let's honour our frontline heroes while reminding job seekers that a meaningful career in service is within reach.**





At Gloucestershire County Council, everything is driven by one priority - delivering for the people of Gloucestershire. From supporting the most vulnerable in our communities to safeguarding natural landscapes and driving a strong local economy, the Council's work makes a real difference every day.

## **A Commitment to Equality and Diversity**

The Council is dedicated to creating an inclusive, supportive workplace where colleagues can bring their true selves to work. A diverse workforce that reflects its communities strengthens services and builds stronger connections with residents.

As a Disability Confident employer, the Council guarantees interviews to applicants with a disability who meet the essential criteria. Where groups are underrepresented, positive action is taken to encourage applications. Staff-led networks also play a vital role in promoting and protecting diversity and inclusion across the organisation.

## **Benefits of Working at Gloucestershire County Council**

Colleagues enjoy a wide range of benefits that support wellbeing, development and work-life balance, including:

- Flexible and agile working arrangements
- 25.5 days' holiday, rising to 30.5 after 5 years, with the option to buy 10 extra days
- Local Government Pension Scheme (LGPS)
- Employee Assistance Programme (24/7 confidential advice & support)
- Professional development: qualifications, coaching & mentoring
- Financial support & travel schemes (Cycle to Work, Green Car Scheme, Pool Bike/Car access)

(Benefits may vary by role)

This balance of reward and support ensures staff feel valued for the vital contributions they make.

## **Values**

- Accountability – We do what we say
- Integrity – We are honest, fair and speak up
- Empowerment – We enable communities and colleagues to be the best they can
- Respect – We value and listen to each other
- Excellence – We continually improve through listening, learning and evaluation



## **Why Join Gloucestershire County Council?**

If you want a career where you can truly make a difference, Gloucestershire County Council offers the chance to join an organisation that values its people, embraces diversity, and works tirelessly to improve lives across the county



# London Boroughs of Richmond & Wandsworth



Richmond and Wandsworth Councils – Better Service Partnership are creating something extraordinary - an organisation that directly impacts the lives of over half a million Londoners every single day.

With a distinctive focus on creative service design and innovative ways of working, the Council's have built a positive and supportive culture that enables colleagues to thrive while delivering vital public services.

The workforce, from the Chief Executive down, is shared across both Richmond and Wandsworth Councils. While many services have completed their journey toward becoming truly joint, each Council retains its own ambitions. This collaborative model allows for greater efficiency and innovation while ensuring that local priorities remain central.

Richmond and Wandsworth Councils also share a strong track record of delivering high-quality services at low cost, with consistently high levels of resident satisfaction. From libraries, arts and leisure to children's services and housing management, their work is both varied and deeply meaningful — requiring flexibility, talent, and a genuine commitment to public service values.

## Values

- Think bigger
- Embrace difference
- Connect better
- Lead by example
- Put people first



## Employee Benefits

We offer a wide range of benefits designed to attract, develop, and reward our employees such as 40 days annual leave (including Bank Holidays), flexible working and a generous pension plan as well as ongoing learning opportunities.

## Spotlight on Social Work at Wandsworth

This commitment is particularly visible in Wandsworth's Children's Services, recently rated Good by Ofsted. Inspectors praised the culture of "support, challenge, appreciation and kindness" as a defining strength, highlighting the service's focus on building strong relationships with families and supporting children to live at home wherever possible.

***Social workers are at the heart of this success, and London Borough of Richmond and Wandsworth are continuing to seek dedicated individuals who share their vision for positive change in the community.***



# What Autumn's Party Conference Season Means for Recruitment

Autumn's Party Conferences - from Bournemouth to Liverpool - offer a preview of how political priorities will reshape hiring in healthcare, education and the public sector. For recruiters, the debates signal where talent demand is heading.

## Healthcare: Redefining Workforce Needs

Fringe events highlighted staff shortages, community-first care and precision medicine. The government's £29 billion NHS reform plan centred on GP expansion, digital tools and prevention - will accelerate demand for professionals in neighbourhood health, digital transformation and preventative services.

## Education & Skills: Future Workforce Development

The City & Guilds "Skills Hub" underscored vocational training, youth employment and AI-driven skills. Labour's £6.7 billion pledge to rebuild 500 schools, alongside teacher pay disputes and funding pressures, points to rising demand for educators, vocational experts and training designers able to bridge industry and education.

## Public Sector & Policy Roles: New Openings

Sessions on housing, health inequality and cyber resilience signal growing demand for policy, regulation and public affairs expertise. With think tanks spotlighting service delivery and infrastructure, consultancies and agencies will see fresh opportunities for strategic hires.

## Legal & Employment Policy: Compliance Shifts

The forthcoming Employment Rights Bill will tighten rules on pay, flexible working, sick pay, miscarriage protections and harassment. Employers must prepare updated frameworks and recruiters should anticipate demand for roles focused on compliance, equality and inclusive employment policy.

## Looking Ahead

Party conferences remain pivotal in shaping policy agendas. For employers, they also set the direction of workforce demand. Staying aligned with these shifts will ensure hiring strategies are conference-informed and future-ready.







## Noteable Dates



### All month:

Blood Cancer Awareness Month

Childhood Cancer Awareness Month

Oddfellows Friendship Month

Urology Awareness Month

**1 - 5 September:** Zero Waste Week

**3 September:** Merchant Navy Day, honouring UK maritime contributions.

**9th September:** 999 Day

**9 - 15 September:** Air Ambulance Week and Play Safety Week (children's health/safety)

**10 September:** World Suicide Prevention Day

**15 - 16 September:** Sexual Health Week and Bisexual+ Awareness Week, culminating in Celebrate Bisexuality Day on 23rd

**16 September:** Owain Glyndŵr Day (especially meaningful for Wales)

**21 September:** Battle of Britain Day

