

# October Newsletter

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

♥ Black History Month (UK)

♥ World Mental Health Day – 10th October

🎄 M&S Christmas roles

Breast Cancer Awareness Month

ADHD Awareness Month

Menopause Awareness Month

National Disability Employment Awareness Month

Intellectual Property Office (IPO) Partner Spotlight

Imperial College London Partner Spotlight

Public Sector Focus – UK Employment Snapshot

October Notable Dates



# Black History Month (UK)

*Standing Firm in Power and Pride*



October marks Black History Month UK, a time to celebrate the achievements, contributions, and cultural impact of Black communities across the nation.

The 2025 theme, “Standing Firm in Power and Pride”, celebrates the resilience, strength, and accomplishments of Black people, highlighting the collective power, courage, and unity needed to create a more equitable future. Power represents leadership, influence, and the ability to effect positive change, acknowledging visionaries and barrier-breakers in all fields. Pride reflects the connection to cultural identity and heritage, celebrating excellence in art, music, storytelling, and achievements across generations.

Employers are encouraged to:

- Share stories and achievements of Black employees and leaders
- Host internal awareness events, workshops, or discussions
- Engage with local networks and community initiatives

Black History Month provides a platform to reflect on history, foster understanding, and actively promote equality, diversity, and inclusion in the workplace. Organisations can use this month to review recruitment practices, mentoring programmes, and development opportunities to ensure equitable access and representation for Black colleagues.

By recognising the contributions of Black communities and celebrating the theme of Power and Pride, employers can honour history while inspiring a future of opportunity, inclusion, and innovation across the UK workforce.

Learn More: Information and a resource pack for the theme are available on the official Black History Month UK website, while universities and local councils are hosting events such as lectures, exhibitions, and panel discussions to mark the occasion.



## Breast Cancer Awareness Month

Breast Cancer Awareness Month is observed internationally throughout October. The month raises awareness of the signs and symptoms of breast cancer and promotes the importance of early detection. Charities and health organisations across the UK often use the period to share information, support those affected and encourage fundraising for research and care services.

## ADHD Awareness Month

ADHD Awareness Month takes place every October and focuses on increasing understanding of Attention Deficit Hyperactivity Disorder in both children and adults. Awareness efforts help challenge misconceptions and promote access to assessment, education and support. Many UK employers and charities use the month to encourage open discussion and share information on how ADHD can affect work and daily life.

## Menopause Awareness Month

October is widely recognised in health and wellbeing calendars as a time to raise awareness of the menopause and its impact on people's lives. Many organisations use the month to share guidance, signpost support and start conversations around symptoms and workplace understanding. Awareness initiatives typically focus on improving knowledge, reducing stigma and encouraging access to advice or adjustments where needed.

## National Disability Employment Awareness Month

October is also recognised as a month to highlight the importance of inclusive employment for disabled people. Awareness campaigns often encourage employers to reflect on recruitment, workplace accessibility and equality of opportunity. Although much of the activity originates in the United States, the themes align with UK conversations around disability inclusion, workplace adjustments and representation.

# World Mental Health Day 2025



## *Reflecting on Access to Services*

On 10 October 2025, World Mental Health Day highlighted the importance of good mental health and the need to prioritise and invest in wellbeing. This year's theme, "Access to Services – Mental Health in Catastrophes and Emergencies", focused on ensuring that mental health support remains available during times of crisis, from natural disasters to workplace emergencies.

Employers across the UK took the opportunity to promote resources, raise awareness, and encourage open conversations about mental health. Reflecting on the day reminds us that supporting employee wellbeing is essential not only in emergencies but as an ongoing priority, creating workplaces where everyone feels valued and supported.



## **M&S Christmas roles**

### *Looking for a festive role?*

Every Christmas, M&S welcomes thousands of new colleagues to support its stores during the busiest and most exciting weeks of the year. For many, it's more than a temporary role. It's the start of a long and successful career with the brand.

M&S is now hiring for seasonal roles across the UK and Ireland. These roles are perfect for people who thrive in a fast-paced environment, take pride in delivering great service, and enjoy working as part of a team that performs at its best under pressure.

All Christmas colleagues will need to be available full-time in the two weeks leading up to Christmas and on 22, 23 and 24 December.

Apply now by clicking [\*\*here\*\*](#).



# Intellectual Property Office (IPO)

*Driving Innovation and Creativity in the UK*



The Intellectual Property Office (IPO) is the United Kingdom's principal government authority on intellectual property (IP), responsible for patents, trade marks, designs and copyright. As an Executive Agency of the Department for Science, Innovation and Technology (DSIT), the IPO plays a key role in supporting innovation, protecting creativity and rewarding inventiveness across the UK.

At the IPO, colleagues work in a culture built on principles, inclusion and trust. Autonomy and decision-making are encouraged within guiding principles, creating an environment where employees can bring their whole selves to work. The organisation supports a diverse workforce through initiatives such as the Disability Confident interview scheme (DCS), STEM Returners, the Prison Leaver Scheme, the Veterans initiative, and the Redeployment Interview Scheme (RIS).

## Flexible and Supportive Working

The IPO offers a flexible working system with no core hours, allowing colleagues to work between 5am and 10pm. A standard working week is 37 hours, excluding lunch breaks. Full-time employees receive 25 days annual leave, increasing to 30 days over five years of reckonable service, in addition to eight public holidays and one privilege day.



Family-friendly policies include up to 26 weeks full pay for maternity, adoption or shared parental leave, followed by statutory leave, and three weeks full pay for paternity leave.

## Benefits and Development Opportunities

Working at the IPO comes with a wide range of benefits to attract, develop and reward employees:

- Flexible working, home working, part-time and term-time options
- Generous pension scheme with low employee contributions
- Eligibility for special and office-wide bonus payments and performance-related pay
- Subsidised childcare and salary sacrifice schemes
- Opportunities for internal and external secondments
- Access to Civil Service clubs, including the Sports and Social Association and the Motoring Club (CSMA)

At the Newport office, colleagues also benefit from free on-site parking and shared facilities with the ONS, including a gymnasium, a branch of Costa Coffee, a shop, a restaurant, a cash point and hairdressers.

The IPO provides excellent development opportunities and fosters a culture that encourages innovation, creativity and collaboration. By protecting and promoting intellectual property rights, the IPO ensures that creativity is valued and rewarded across the UK, making it a workplace where employees can thrive while contributing to national innovation.



# IMPERIAL

## Imperial College London

*Scientific Imagination, Global Impact*

Imperial College London is a world-leading university for science, technology, engineering, medicine and business (STEMB), where scientific imagination drives research, innovation and global impact. As a global top-ten university in London, Imperial's 22,000 students, 8,000 staff and partners collaborate across nine campuses and the Imperial Global network on challenges including global health, climate change, AI and business leadership.

Founded in 1907, Imperial has a distinguished history of pioneering breakthroughs such as penicillin, holography and fibre optics. Today, it combines exceptional teaching, world-class facilities and interdisciplinary practice to tackle some of the world's toughest challenges.

### Culture and Inclusion

Imperial's culture is guided by its core values: Respect, Collaboration, Integrity, Innovation and Excellence. These values underpin a commitment to equality of opportunity, eliminating discrimination and creating an inclusive environment for all.

Imperial has a Race Equality Charter action plan, is a Disability Confident Leader, and a Stonewall Diversity Champion. Staff are encouraged to engage with networks including:

- Imperial As One – for Black, Asian and Minority Ethnic staff and allies
- Able@Imperial – for staff with disabilities and allies
- Imperial 600 – for LGBTQ+ staff and allies
- Networks for parents, carers, and the Black Postdoctoral community

Training and development opportunities support culture and inclusion, including internal programmes such as IMPACTfor Black, Asian and Minority Ethnic staff, Calibre for neurodivergent, disabled or long-term health condition staff, and the Imperial Essentials staff training programme with a focus on equality, diversity and inclusion. The EDI Centre provides guidance and training to all staff, supported by senior leadership.

### Benefits and Working Environment

Imperial offers a supportive and flexible work environment, prioritising wellbeing and work-life balance. Staff enjoy:

- Competitive salaries benchmarked among the best in the sector
- Generous leave of 38 days per year
- Robust pension scheme and family leave packages for all staff regardless of gender identity or sexual orientation
- World-class campus and facilities for teaching, research and collaboration
- Career development opportunities tailored to individual ambitions

Flexible working policies, inclusive family leave options, and extensive support networks ensure that colleagues can thrive in a welcoming and empowering environment.

### Imperial in Numbers

Imperial College London is consistently recognised for excellence: 2nd in the world and 1st in Europe and the UK (QS World University Rankings 2025), University of the Year (Daily Mail University Guide 2024), and University of the Year for Graduate Employment (The Times and Sunday Times Good University Guide 2024). It leads the UK in world-leading research (Research Excellence Framework) and holds a Gold Award in the Teaching Excellence Framework 2023.

Imperial is a place to ask questions, explore solutions, and tackle global challenges, where staff and students work together to make a tangible difference to humanity.

# Noteable Dates



## **All month:**

Black History Month UK

Menopause Awareness Month

ADHD Awareness Month

National Disability Employment Awareness Month

Breast Cancer Awareness Month

Go Sober for October

**6-12 October:** Dyslexia Awareness Week

**10 October:** World Mental Health Day

**11 October:** International Day of the Girl

**18 October:** Anti-Slavery Day

**22 October:** International Stammering Awareness Day