



December Newsletter

Welcome to the December 2025 Edition

As we reach the final month of the year, December offers a moment to pause, reflect and prepare for a fresh start in 2026. It is a time to celebrate the progress organisations have made in creating inclusive workplaces, while also looking ahead to new goals, new strategies and renewed commitments to equity, diversity and inclusion.

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December Reflections

Looking Ahead to 2026

As we approach the end of the year, employers often take time to recognise their diversity and inclusion achievements. December provides the chance to review recruitment processes, workplace culture, development opportunities and support structures, ensuring a strong and intentional start to the new year.

Whether you are preparing 2026 hiring plans, refreshing your EDI strategy or strengthening your employer brand, now is an ideal time to align your goals with the needs of diverse talent. At Diversity Jobs Group, we are here to support you in reaching candidates from all backgrounds and building a workplace where everyone can belong, contribute and succeed.

Inclusion Over the Festive Period

December is a month rich in celebrations, reflections and traditions. As workplaces wind down for the festive break, inclusive employers recognise that this period does not look the same for everyone. By offering flexibility, acknowledging different cultural observances and promoting wellbeing, employers can ensure all colleagues feel seen and supported at this time of year.



Q4 2025

Welcoming Our New Employers

So far this quarter, we are thrilled to welcome a range of new employers to Diversity Jobs Group. Joining us so far are **De Montfort University, Stats Perform, Apex Hotels, The Open University, Aon, Dandara Group, West Herts College, Essentra, RNN Group, Royal Agricultural University, and Salisbury City Council**.

A special mention goes to **Birketts**, who become the first law firm to join Diversity Jobs Group, reflecting the growing reach of inclusive recruitment across all sectors.

Renewals

So far this quarter, we are delighted to continue our partnerships with a range of valued employers. Renewing their commitment to Diversity Jobs Group are **University of Loughborough, Futures Housing Group, MTVH, VWFS, Lowell Group, Portsmouth City Council, Avaloq, St Wilfrid's Hospice, Cambridge Press and Assessment, Royal Society of Chemistry, and Durham University**.

We are thrilled to support both our new and returning employers in attracting diverse talent and building inclusive workplaces.



International Day of Persons with Disabilities

Theme 2025: Fostering disability-inclusive societies for advancing social progress

On 3 December 2025, the International Day of Persons with Disabilities (IDPWD) was observed across the globe. Led by the United Nations, the day promoted the rights, dignity and wellbeing of people with disabilities in all areas of society. Established in 1992, IDPWD serves as a reminder of the ongoing need for accessible, equitable and inclusive communities.

Why It Matters

This year highlighted the challenges that many people with disabilities and their households continue to face, including higher rates of poverty, discrimination in employment, inadequate social protection, and experiences within care systems that can limit their independence, decision-making, and ability to live life on their own terms.

The Theme for 2025

The 2025 theme, *Fostering disability-inclusive societies for advancing social progress*, emphasised the importance of including people with disabilities as both active participants and beneficiaries of social development. It highlighted that poverty reduction, access to employment, and social inclusion are interconnected goals that require inclusive environments to be fully realised.



Principles of IDPWD

The day focused on four key principles:

- Celebration – recognising the contributions of people with disabilities
- Learning – listening and understanding their experiences
- Optimism – building a future society that is fully accessible
- Action – supporting disabled people every day



Why We Celebrate IDPWD

IDPWD serves as an annual reminder that although progress has been made, many disabled people still face discrimination in their daily lives. The day encourages us all to reflect on the steps needed to create communities where everyone can enjoy equal opportunities, autonomy and respect.

Celebrating this day symbolises the collective action needed to eliminate barriers and promote accessible and inclusive societies. It encourages individuals, employers, institutions and governments to champion equality and ensure that people with disabilities are recognised, supported and empowered.

Stroud district is a diverse and vibrant area nestled between the Cotswold hills and the River Severn. Known for its pioneering spirit in the green tech sector, its welcoming culture and rich heritage, it is a community with a strong sense of identity. It is also home to the world-famous Stroud Farmers' Market, showcasing the creativity and character that make the district such a special place to live and work.

Why Work for Stroud District Council

The council plays a central role in supporting local communities and shaping the future of the region. They offer meaningful opportunities where colleagues can contribute to positive change while developing their own careers across a variety of services.

Benefits of Working Here

Stroud District Council provides a range of benefits designed to support wellbeing, development and work-life balance. Employees can access a variety of perks that enhance both their personal and professional lives.

Values and Behaviours

At the heart of the council is a genuine commitment to the people and businesses that make up the district. Their values guide everything they do, ensuring they deliver with care, integrity and respect.

Apprenticeships and Work Experience

The council offers apprenticeships and work experience opportunities, providing valuable pathways into public service and helping people gain the skills and confidence to build their future careers.

Why Choose Stroud District Council

The district's character, its people and its forward-thinking approach make it an inspiring place to work. The council champions innovation, sustainability and community pride, offering a rewarding environment where employees can truly make a difference.

Vision and Mission

Stroud District Council's vision is centred on leading a community that is making the district a better place to live, work and visit for all. Their mission reflects a long-term commitment to supporting local people and achieving positive change across the area.



A Commitment to Equity

The council is dedicated to building a workforce that is talented, diverse and reflective of the community it serves. They view diversity as a strength and are actively working to create an inclusive culture where everyone feels respected and able to thrive. As a Disability Confident Employer, they provide workplace adjustments, flexible working and tailored support for colleagues with disabilities, health conditions or neurodiversity. Their focus on fairness and equal access ensures that every applicant and employee is valued and supported throughout their journey.



Noteable Dates



1st December: World AIDS Day

2nd December: International Day for the Abolition of Slavery

3rd December: International Day of Persons with Disabilities

5th December: International Volunteer Day

7th December: Hanukkah begins

10th December: Human Rights Day

15th December: Hanukkah ends

21st December: Winter Solstice

24th December: Christmas Eve

25th December: Christmas Day

26th December: Boxing Day

31st December: New Year's Eve

