



2026
NEWSETTER



Welcome to the January 2026 Edition

January is a natural point to reset priorities and look ahead. As we move through the first weeks of 2026, organisations across the UK are reviewing their recruitment strategies and recommitting to building workplaces that are inclusive, representative and fair. At Diversity Jobs Group, we are pleased to begin the year by continuing to support employers who are taking meaningful action on diversity and inclusion.

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Building Inclusive Recruitment for 2026

Setting the foundations for long term change

For many organisations, January is when diversity and inclusion intentions are refreshed and recommitted to for the year ahead. But intention alone is not enough. In our recent blog, [**How to Build a Talent Pipeline That's Truly Diverse**](#), we explore how employers can move beyond intention and design recruitment pipelines that are genuinely inclusive, sustainable and built for long term impact. From employer branding and job design to sourcing, selection and progression, inclusive recruitment requires consistent, intentional action across the entire employee lifecycle. Through targeted job advertising and increased visibility among underrepresented candidates, Diversity Jobs Group continues to support employers in reaching broader talent pools and strengthening recruitment strategies for 2026 and beyond.

Accessibility and Fairness in Recruitment

Removing barriers at the point of entry

Accessibility continues to be a central consideration in UK recruitment. From the way roles are advertised to how candidates are assessed, small design choices can significantly influence who feels able to apply. Clear job information, realistic requirements and transparent recruitment processes help reduce unnecessary barriers and support fairer access to employment for a wider range of candidates.

Flexible Working as a Recruitment Expectation

What candidates increasingly look for

Flexible working remains a key factor for many candidates when considering new roles. For employers, clearly communicating flexibility within job adverts and recruitment materials helps set expectations early and supports more inclusive hiring. Whether flexibility relates to hours, location or working patterns, openness at the recruitment stage plays a role in attracting and retaining diverse talent.



Recruitment That Works for Everyone

Skills Led Hiring Over Traditional Pathways

More employers are reviewing how they define experience and potential. Skills led hiring, which prioritises capability over traditional career paths or qualifications, can widen access to roles and help address skills shortages. By focusing on what candidates can do rather than where they have come from, organisations open their pipelines to a broader and more diverse talent pool.



Supporting Early Career and Career Change Talent

Early career professionals and those changing careers continue to represent an important part of the UK talent market. Clear entry routes, supportive recruitment processes and realistic role requirements help organisations attract candidates who may not follow conventional career trajectories. Investing in these pipelines supports long term workforce development and progression.

Retention as a Recruitment Priority

Recruitment and retention are closely linked. Employers who focus on inclusive onboarding, clear progression pathways and supportive workplace cultures are more likely to retain talent once hired. In the UK market, where competition for skills remains strong, retention is increasingly viewed as a core part of recruitment strategy rather than a separate consideration.

Learning from recruitment outcomes

Many organisations are placing greater emphasis on reviewing recruitment outcomes rather than relying solely on intent. Reflecting on who applies, who progresses and who is appointed helps employers identify where barriers may exist. Ongoing evaluation supports more informed decision making and continuous improvement in recruitment practices.



Braille Day 2026

Celebrating accessibility and inclusion

On 4th January 2026, the world marked Braille Day, celebrating the life and legacy of Louis Braille, the inventor of the Braille system that has empowered millions of visually impaired people to read and write independently. The day serves as a reminder of the importance of accessibility, literacy, and equal opportunities for all.

Braille continues to play a vital role in education, employment, and everyday life, helping to remove barriers for people with visual impairments. Organisations, schools, and communities used the day to raise

awareness of accessibility challenges, share resources, and promote inclusive practices that ensure everyone can participate fully in society.

By recognising Braille Day, we highlight the ongoing need to support technologies, services, and environments that are accessible to all, and to celebrate the contributions of those who advocate for inclusion and equal access.



Jigsaw Homes

Hiring for IT Roles

Jigsaw Homes Group is one of the largest housing groups in England with more than 37,500 homes across the North West and East Midlands.

They employ a diverse and vibrant workforce of over 1,500 employees in various areas across the North West and the Midlands.

About the IT department

All of Jigsaw's essential services rely on quality information, systems and technology supported by the 50 members of the IT department. Working to a brand-new IT Strategy, the team has exciting challenges like enabling colleagues to work effectively from anywhere, automating processes and improving digital services for our customers, whilst always improving security.

The team is also innovating in its ways of working, ensuring transparency, a keen focus on outcomes and faster delivery of benefits to the business.

Available IT Roles:

- Business Systems Developer (Level 1) – Ashton-Under-Lyne: [Click here to apply](#)
- Senior Business Analyst – Ashton-Under-Lyne: [Click here to apply](#)
- Senior Microsoft 365 Developer (Level 2) – Ashton-Under-Lyne: [Click here to apply](#)
- Microsoft 365 Developer (Level 2) – Ashton-Under-Lyne: [Click here to apply](#)
- Senior Project Manager (IT) – Ashton-Under-Lyne: [Click here to apply](#)
- Network Engineer – Ashton-Under-Lyne: [Click here to apply](#)



Royal Ballet and Opera

World Class Performance, Powered by People



Home to The Royal Ballet, The Royal Opera and the Orchestra of the Royal Opera House, the Royal Ballet and Opera brings together world class performers and creative teams to deliver unforgettable experiences. Based primarily in Covent Garden, with additional sites in Thurrock and Aberdare, the organisation supports more than 400 performances and around 1,350 learning events each year, reaching audiences in the UK and around the world.

The Royal Ballet and Opera is one of the UK's leading arts organisations and our aim is to inspire imagination, ignite emotion and make the extraordinary for everyone. Equality, Diversity and Inclusion underpin all that we do. We want our people to be representative of the diversity in the UK. We understand the creativity and innovation that diversity can bring and strive to create an inclusive environment in which everyone can thrive.

Vision and Purpose

The Royal Ballet and Opera believes opera and ballet can both entertain and offer deep emotional and intellectual fulfilment. These art forms connect past generations with the contemporary world and have the power to enhance individual and community wellbeing. World class performance sits at the heart of the organisation's vision, alongside a strong commitment to developing new work and extending cultural impact.

Values and Behaviours

The organisation is guided by three core values: treating each other with respect, being open, and valuing the highest standards. These principles shape how we collaborate, how talent is nurtured and how excellence is sustained across every area of the business.

People and Workforce

With over 1,100 permanent staff and a turnover of £135m, Royal Ballet and Opera operates one

of the busiest theatre environments in the world. It is committed to attracting and developing talented people from a wide range of backgrounds and experiences, recognising that diversity strengthens creativity, decision making and organisational resilience.

Inclusion and Fair Recruitment

RBO operates a fair and open recruitment process, welcoming applications from all sections of society.

The RBO are a Disability Confident Employer, which means they are actively working to ensure that candidates with disabilities and long-term health conditions feel supported, engaged and able to fulfil their potential in the workplace. The RBO endeavour to offer an interview to candidates who declare that they wish to participate in the scheme and who demonstrate in their application that they meet the essential criteria for the role, though sometimes due to the volume of qualified candidates with declarations this is not possible.



Innovation and Sustainability

The organisation is at the forefront of innovation in how audiences experience opera and ballet, with work accessed through live performance, tours, cinema relays, broadcasts and digital platforms. It is also a leader in sustainability within the arts sector, working collaboratively to reduce environmental impact and support progress towards net zero.



Noteable Dates



All Month

Dry January

Veganuary

National Mentoring Month

4 January – World Braille Day

18th January: World Religion Day

21st January: Martin Luther King Jr. Day

24th January: International Day of Education

27th January: Holocaust Memorial Day

28th January: Data Privacy Day

31st January: Inspire Your Heart with Art Day