



NEWSLETTER

May 2026

Diversity
JOBS GROUP

Helping attract and recruit a truly diverse workforce
www.diversityjobsgroup.com

Welcome to the May 2026 edition

May focuses on equal opportunities and inclusion. This month highlights the importance of equitable and inclusive working.

In this issue, we mark the importance of family equality, highlighting how every family is different. We hear from Wiltshire Council on how their Adult Social Care services change lives. We look at how Global Accessibility Awareness Day encourages employers to create supportive workplaces from recruitment onwards. Finally, we introduce Alissa, our new Graphic Designer and social media manager.

Inside this issue:

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- Volkswagen Financial Services on Inclusion and Excellence
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Wiltshire Council



How Wiltshire Council is Empowering Independence through Adult Social Care

Adult Social Care is not something most people think about day to day, but for thousands of people in Wiltshire it plays a vital role in helping them stay safe, independent, and able to live life their way.

Our Social Workers and Occupational Therapists support people during some of the most challenging moments of their lives. Their work shows what the service is really about.

When someone's health changes suddenly, after an illness, accident, or hospital stay, Adult Social Care helps them understand what comes next and plans the support they need.

Charlotte, a Social Worker in the Hospitals Team, carries out needs assessments, reviews care and support packages, coordinates complex hospital discharges, and works closely with nurses, doctors, therapists, and families. Her approach is centred on person-focused practice, making sure decisions reflect what matters to the individual.

Much of Adult Social Care's work also takes place in the community. Occupational Therapists help people stay independent, safe, and active in their own homes.

Kerstin, an Occupational Therapist in the Adult Community Team, supports adults with moving and handling needs, complex seating, home adaptations, equipment, and creative solutions that help people stay involved in daily life.

Adult Social Care is a team effort, working closely with hospitals, community health teams, carers, families, and local organisations to ensure people receive coordinated, timely support that improves quality of life.

Want to help make a difference?

[View available roles at Wiltshire Council here](#)



Celebrating the Diversity of Modern Families

International Family Equality Day - 3rd May 2026

Observed annually on the first Sunday of May, the day encourages organisations and communities to reflect on how they can foster environments where every family, regardless of its composition, feels valued and supported.

Promoting Inclusion in the Workplace

Creating an inclusive culture for diverse families is a key priority for employers looking to attract and retain a representative workforce. This includes those from LGBTQ+ families, single-parent households, and multi-generational homes. Many organisations are increasingly focusing on:

- **Family-Friendly Policies**

Implementing inclusive parental leave, adoption support, and flexible working arrangements that recognise the varied needs of modern families.

- **Supportive Benefits**

Ensuring health and welfare benefits extend to all partners and children, providing peace of mind and security for every family member.

- **Visibility and Allyship:**

Celebrating family diversity through internal communications and employee networks to build a culture of belonging.

Removing Barriers to Opportunity

Meaningful inclusion requires a commitment to identifying and removing structural barriers that may affect individuals based on their family status. By adopting transparent recruitment processes and promoting openness regarding flexible working from the outset, employers can support fairer access to opportunities for those with varied caring responsibilities.

Building a Fairer Future

International Family Equality Day serves as a reminder that family equality is essential for a thriving and equitable society. When organisations prioritise the inclusion of diverse families, they benefit from a broader talent pool and a more engaged workforce. As businesses across the UK mark the day, the focus remains on ensuring that every individual has the opportunity to succeed, supported by a workplace that respects and celebrates their family life.



Promoting Digital Inclusion and Equality

Global Accessibility Awareness Day - 21st May 2026

Global Accessibility Awareness Day serves as a vital opportunity to focus on digital access and inclusion for the more than one billion people worldwide who live with disabilities or impairments. The day encourages organisations to think, talk, and learn about digital accessibility, ensuring that everyone has the same opportunity to engage with and benefit from technology.

Accessibility as a Recruitment Standard

In the UK, accessibility continues to be a central consideration throughout the recruitment lifecycle. From the initial design of job adverts to the way candidates are assessed, small adjustments can significantly influence who feels able to apply for a role.



By providing clear job information and transparent processes, employers can reduce unnecessary barriers and support fairer access to employment for a wider range of talent.

Creating Supportive Workplaces

Beyond the recruitment stage, fostering an inclusive environment requires ongoing commitment. Many organisations are increasingly recognising that meaningful change involves:

- **Reasonable Adjustments**

Ensuring that workplace tools, software, and physical environments are accessible to all employees.

- **Flexible Working**

Communicating openness regarding hours and location to attract and retain diverse talent.

- **Supportive Culture**

Investing in inclusive leadership training and employee networks to ensure every individual has the opportunity to thrive.

Looking Ahead

As digital transformation continues to shape the future of work, Global Accessibility Awareness Day reminds businesses that inclusion must be embedded into decision-making.

By prioritising accessibility, organisations not only meet their social responsibilities but also gain access to a broader talent pool, bringing diverse perspectives and stronger innovation to their teams.

Meet Alissa, the newest member of the team

We are delighted to welcome Alissa to the DJG team as our graphic designer and social media manager.

Alissa joins us with a background in design and marketing within the Edtech sector, where she developed a strong foundation in creating engaging visual content and managing digital communications.



In her role, Alissa will be responsible for shaping and delivering our visual content across platforms. Her experience brings a thoughtful, strategic approach to both design and social media, with a keen eye for detail and a highly organised way of working.

Our mission at Diversity Jobs Group is something that closely aligns with Alissa's own values and interests. During her time at York St John University, she was awarded the Social Justice Award in recognition of her work using design to highlight the importance of diversity and inclusion... an ethos that strongly resonates with what we stand for.

Outside of her work Alissa can usually be found on long countryside walks with her dog... enjoying the views of her home county, Yorkshire.

We're excited to welcome Alissa on board and look forward to the impact she will make!

Last months new and renewing partners include:



Notable Dates

- 3rd - International Family Equality Day
- 4th - 10th - Deaf Awareness Week
- 8th - World Red Cross and Red Crescent Day
- 11th - 17th - Mental Health Awareness Week
- 13th - National Day for Staff Networks
- 15th - International Day of Families
- 17th - International Day Against Homophobia, Transphobia and Biphobia
- 21st - Global Accessibility Awareness Day
- 21st - World Day for Cultural Diversity for Dialogue and Development
- 22nd - International Day for Biological Diversity
- 24th - Pansexual Visibility Day