

NEWSLETTER

October 2026

Diversity JOBS GROUP

Helping attract and recruit a truly diverse workforce

www.diversityjobsgroup.com

Welcome to the October 2026 edition

This October, we are delighted to shine a light on the inspiring work happening across our partner network to champion diversity, inclusion and belonging in the workplace.

We explore Ideagen's new virtual work experience programmes and the EBRD's annual Diversity Week, celebrating the ways organisations are creating more inclusive opportunities. We're also thrilled to welcome the National Trust as our newest partner, alongside our National Inclusion Week coverage and a closer look at World Menopause Day. This issue is packed with updates, insights and inspiration to help keep inclusion at the heart of your organisation.

Inside this issue:

- Ideagen Launches Virtual Work Experience Programmes
- The EBRD celebrates D&I with its annual Diversity Week
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Ideagen Launches Virtual Work Experience Programmes

Thinking About Your Future Career?

Looking to explore a career in Sales or AI Engineering? Ideagen has launched two brand-new virtual work experience programmes in partnership with Springpod, giving you the chance to discover what it's really like to work in these exciting fields. Whether you already have your sights set on a particular career or are still exploring your options, the programmes offer an accessible way to find out more and start building your knowledge.

Get an Inside Look

Delivered virtually, the programmes give you the opportunity to hear directly from industry experts, explore real-world scenarios and develop an understanding of the skills needed to succeed. You'll also get an insight into day-to-day roles and potential career progression, helping you build a clearer picture of where a career in Sales or AI Engineering could take you.

Ready to Explore?

Take your first steps towards a future career by exploring Ideagen's virtual work experience programmes.

Start exploring today



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EBRD Celebrates DE&I with its annual Diversity Week

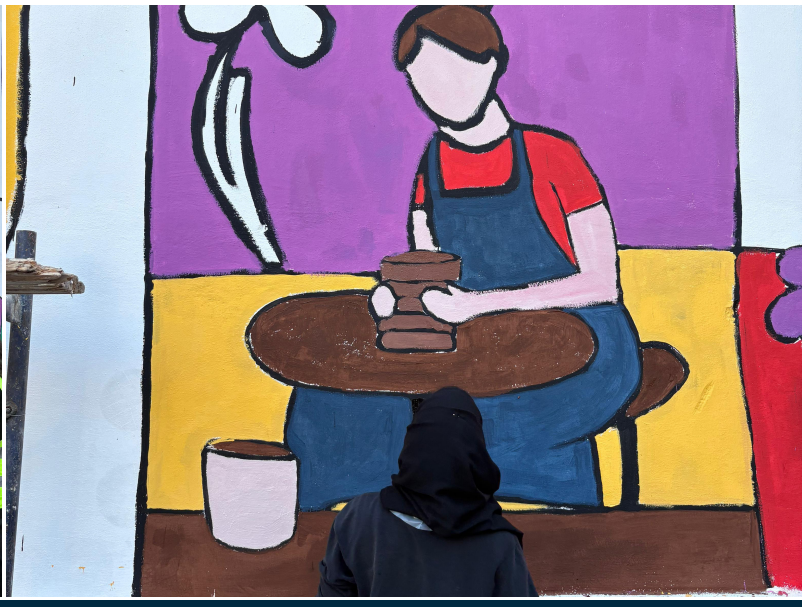
Diversity strengthens organisations by bringing together different perspectives, experiences and ideas.

At the end of September, the EBRD held its annual Diversity Week, highlighting the organisation's commitment to building an inclusive culture where diverse talent can contribute, grow and succeed.

Interested in joining an organisation where inclusion matters?
Explore current opportunities at the EBRD and view our open vacancies:

- Associate, Workplace App and SMART IT – Sofia, Bulgaria
- Associate, Azure Infrastructure Quality Engineer – Sofia, Bulgaria
- Associate, SLM & ITSM Data Insights Manager – Sofia, Bulgaria
- Associate, Strategic Partner Management – Sofia, Bulgaria
- Associate, Product Engineer - Web Technologies – Sofia, Bulgaria





New Partner Spotlight

National Trust

Protecting Beauty, History and Nature for Everyone

The National Trust was created to help people make the most of special places that inspire and carry a unique atmosphere. Today, it stands as Europe's largest conservation organisation, managing responsibilities that span 709 miles of coastline, 250,000 hectares of land of outstanding natural beauty, 104 nature reserves, and 6 World Heritage Sites. Alongside caring for countryside and green spaces, the Trust preserves spectacular historic houses, gardens, and one of the world's most significant holdings of fine art and heritage objects. Driven by the core belief that nature, beauty, and history should be accessible to everyone forever, the organisation works to protect these sites so that both people and nature can thrive.

Creating Opportunities for Diverse Talent

To build a better future for communities and the environment, the National Trust actively seeks candidates of all ages, backgrounds, skills, and passions. The organisation offers a broad spectrum of career pathways—ranging from bakers, builders, and gardeners to rangers, fundraisers, and buyers. Every role directly contributes to breaking down barriers that prevent individuals from encountering history and nature. By ensuring that landscapes and historic spaces are open and welcoming to all, the Trust reinforces its belief that every employee plays a vital part in making a lasting, real-world impact.

Championing Employee Diversity Networks

Inclusion is further embedded within the Trust's workplace culture through its dedicated employee networks. The LGBTQ+ Network provides a safe and supportive space for LGBTQ+ staff, volunteers, and allies to connect while shaping organisational practices. Similarly, the WorkAbility Network supports disabled, d/Deaf, and neurodivergent colleagues by promoting peer connection, removing workplace barriers, and amplifying lived experiences. Additionally, the Race Equity Network champions fairness and challenges racial inequality, ensuring underrepresented voices from the global majority are heard so that every individual can thrive.



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Inclusion in Action: More Than One Week of the Year

National Inclusion Week is an opportunity to put inclusion firmly on the agenda... but meaningful inclusion shouldn't stop when the week does.

Inclusion Starts With Looking Beyond Representation

A diverse workforce is an important starting point, but inclusion asks what happens once people are in the workplace.

Do people feel valued, respected and able to contribute?

Can they access the same opportunities to develop and progress?

Creating an inclusive workplace means recognising that people bring different experiences, perspectives and needs, and creating the conditions for everyone to participate and succeed. It also means being prepared to look at the barriers that may exist within recruitment and workplace processes... even when those barriers were never intentionally created. Sometimes, creating a more inclusive organisation starts simply with asking: who might this work for, and who might it create a barrier for?

Inclusion Needs to Be Built Into Everyday Practice

Accessibility is a fundamental part of inclusion, from screen readers and colour contrast to captions, alt text and accessible documents. But inclusion extends beyond accessibility too. It's reflected in the everyday experiences that shape workplace culture: who gets heard in meetings, who gets opportunities, whose perspectives are recognised and whether people feel comfortable speaking up. These individual moments may seem small, but collectively they can have a significant impact on whether someone feels they belong.

Inclusion isn't created by a policy sitting on a shelf, it's built through the way organisations recruit, communicate, collaborate and support their people every day.

Beyond National Inclusion Week

National Inclusion Week provides an opportunity to start conversations, reflect on current practices and consider where change could make a difference. But meaningful inclusion is not achieved through a single campaign, initiative or awareness week. It requires an ongoing commitment to listen, learn, challenge assumptions and turn good intentions into practical action.

As the week comes to an end, organisations can keep the conversation going by asking themselves:

- Can everyone access our opportunities?
- Have we identified potential barriers?
- Are different perspectives genuinely heard?
- Are our commitments reflected in everyday practice?

Because inclusion isn't something we achieve in one week of the year — it's something we build every day.



Breaking the Taboo: World Menopause Day

Raising Awareness and Breaking Taboos

World Menopause Day is observed annually to raise awareness about menopause and the support options available for improving health and wellbeing. Across workplaces in the UK, the day provides an important opportunity to break down long-standing taboos surrounding reproductive health and midlife transitions.

By fostering open conversations and creating supportive environments, employers can help demystify the physical and psychological impact of menopause, ensuring staff feel understood, valued, and empowered to manage their symptoms without fear of stigma or discrimination.

Fostering Inclusive Workplace Support

Creating an inclusive environment for employees going through menopause requires proactive organizational policies and compassionate leadership.

Progressive employers across the UK are increasingly introducing dedicated menopause guidelines, flexible working arrangements, and environmental adjustments—such as temperature control and accessible uniform options.

Line manager training, peer support groups, and open dialogue play a crucial role in ensuring that staff receive tailored support, helping to prevent experienced talent from leaving the workforce prematurely.

Intersectional Approaches and Health Equity

Menopause is an experience that intersects with wider diversity and inclusion considerations, including age, disability, and gender identity. Taking an intersectional approach allows organisations to recognise that individuals experience menopause differently depending on their unique personal circumstances and health backgrounds.

By embedding menopause support within broader health, equity, and occupational wellbeing strategies, employers can build sustainable workplace cultures where all staff are equipped to thrive, progress, and remain supported throughout every stage of their careers.



Notable Dates

- 28th Sept - 4th Oct - UK National Inclusion Week
- 1st - Anniversary of the Introduction of the Equality Act
- 1st - International Day of Older Persons
- 5th - World Teachers' Day
- 6th - World Cerebral Palsy Day
- 8th - World Sight Day
- 10th - World Mental Health Day
- 11th - International Day of the Girl Child
- 11th - National Coming Out Day
- 15th - International Day of Rural Women
- 16th - Show Racism the Red Card's Wear Red Day
- 17th - International Day for the Eradication of Poverty
- 18th - Anti-slavery Day
- 18th - World Menopause Day
- 21st - International Pronouns Day
- 26st - Intersex Awareness Day
- 29th - World Stroke Day