

NEWSLETTER

November 2026

Diversity JOBS GROUP

Helping attract and recruit a truly diverse workforce

www.diversityjobsgroup.com

Welcome to the November 2026 edition

Welcome to the latest edition of the Diversity Jobs Group newsletter. This month places community achievement and accessible recruitment firmly in focus.

In this issue, we share the exciting launch of Vacancy Poster's new and improved website, and look at Greencore's end of year statement. We also celebrate team spirit and charitable impact as Team Look Ahead successfully completes their fundraiser half marathon. Finally, we reflect on key national observances, highlighting the significance of Disability History Month and taking time to honour Armistice Day.

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vacancy poster

job distribution, quietly powerful.

Vacancy Poster launch new improved website

A Modern Fresh Look, Same Trusted Foundation

Our partner company Vacancy Poster has officially launched its rebuilt website, offering a refreshed digital experience while maintaining the dependable core service that clients rely on.

Underneath the updated design, Vacancy Poster continues to deliver access to over 800 job boards from a single platform, seamless integrations with existing Applicant Tracking Systems (ATS) and CRM software, and direct access to the same dedicated support team on the end of the phone.

Tailored Experiences for Employers and Partners

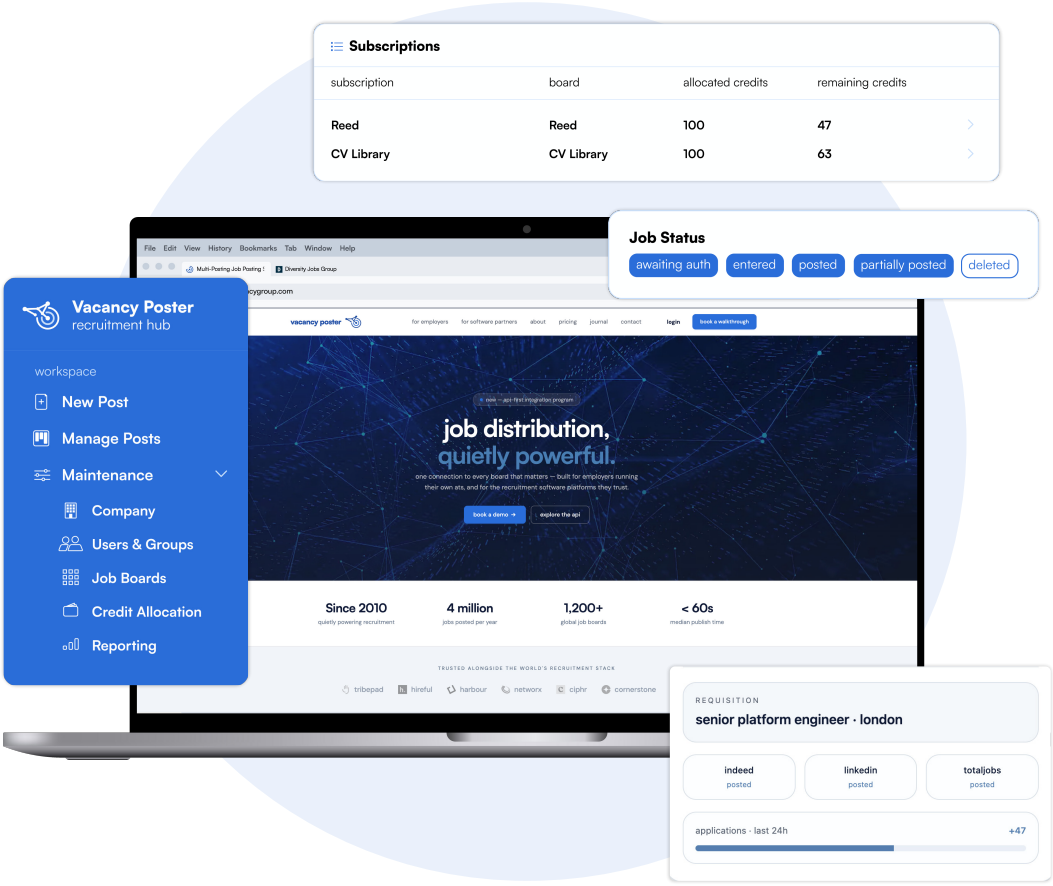
What's new is how the company presents its capabilities to different audiences. The redesigned platform features dedicated sections tailored specifically for employers and recruitment agencies looking to post roles, as well as software companies seeking to embed integrated job posting directly into their own products.

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The Journal

The website is now also home to The Journal, a dedicated content hub where Vacancy Poster explores how job adverts reach candidates across the UK market and examines key industry developments. With its first article already published, clients and visitors are encouraged to explore the new features by visiting either vacancyposter.com or vacancygroup.com and share their feedback with the team.



Greencore releases its End of Year Statement

Strong Performance and Volume-Led Growth

Greencore Group, the UK's leading manufacturer of convenience foods, has reported a strong end to its financial year (FY26) following its fourth-quarter trading update.

The Group delivered accelerated manufactured pro forma volume growth of 2.1% in Q4, well ahead of the wider UK grocery market at 0.5%. Strong demand across chilled categories—including salads, dips, quiche, and sandwiches—contributed to total Q4 pro forma revenue reaching £1,036 million, up 4.5%. This momentum reflects excellent underlying operational efficiency, effective cost management, and the successful recovery of inflation across raw materials, labour, and packaging.

Driving Innovation and Successful Integration

Product innovation continues to be a core driver of Greencore's commercial growth, with 167 new products launched during the final quarter alone. Highlights included limited-edition diner-style mac and cheese ranges, new summer grab-and-go options, and two premium Italian ready meal lines. Alongside strong organic delivery, Greencore has made rapid progress integrating the Bakkavor business following its strategic acquisition. The business has achieved a fast start on synergy delivery across procurement, distribution, and central reorganisation, whilst successfully unlocking cross-selling opportunities across its expanded customer base in categories such as ready meals, salads, dips, and desserts.

Upgraded Guidance and Future Outlook

Driven by robust profit momentum and positive cash generation, Greencore has further upgraded its full-year guidance, anticipating an Adjusted Operating Profit for its UK continuing operations of approximately £248 million—surpassing previous market expectations. Chief Executive Officer Dalton Philips highlighted that the Group has finished a monumental year in its strongest-ever position, backed by high team commitment and clear strategic momentum. As trading in Q1 FY27 opens on a positive trajectory, Greencore remains well-positioned to navigate macroeconomic uncertainties, continuing its focus on delivering high-quality, innovative fresh food and expanding sustainable value for stakeholders.

Greencore

Want to know more?

Read the full End of Year Statement here.



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Look Ahead
CARE, SUPPORT AND HOUSING

Team Look Ahead Completes fundraiser Half Marathon

Team Look Ahead has achieved a remarkable milestone by raising more than £6,500 after completing the Oysho Royal Parks Half Marathon. The funds raised through this effort will directly support health and wellbeing activities for individuals who utilise Look Ahead services across the country.

Taking on the challenge on 11 October, the runners completed a route running through four of London's historic Royal Parks. The event formed part of a shared commitment to addressing significant health inequalities and making a meaningful difference in local communities.

Collaboration and Team Spirit Drive Success

The effort was powered by a dedicated team of ten runners comprising a young Look Ahead customer, Look Ahead staff members, and representatives from contractor and partner organisations, including 1st Stop and Brasier Freeth.

The group brought incredible energy, dedication, and a strong team spirit to the course throughout the day. Organisational leaders extended a huge thank you to every runner who took part, everyone who provided support on the day, and all members of the public and partner organisations who generously donated to the campaign.

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Funding Vital Health and Inclusion Initiatives

The money raised will provide practical and accessible opportunities for service users, funding vital items such as exercise and wellbeing equipment, group social activities, therapeutic gardening sessions, and inclusive exercise classes. These initiatives play a vital role in helping individuals improve their physical health, strengthen their mental wellbeing, build self-confidence, and foster connections with others. While reaching the £6,500 total marks a fantastic achievement, donations remain open and welcome through the official Team Look Ahead campaign page.

View Campaign Page here



Disability History Month

19th November - 20th December

Celebrating Contribution and Raising Awareness

UK Disability History Month serves as an annual platform to focus on the history, struggles, and achievements of disabled people, emphasizing the vital importance of equality, access, and human rights.

Across the UK, organizations and communities use this time to reflect on the historical barriers disabled individuals have faced, while highlighting the continuous effort required to create fully accessible environments. By focusing on history and lived experiences, the observance brings attention to the social model of disability, encouraging society to remove environmental and societal barriers rather than viewing impairment as a limitation.

Promoting Inclusive Employment and Workplace Support

In the corporate sphere, Disability History Month presents a critical opportunity for employers to review their hiring practices, workplace culture, and internal support systems. Organizations across various sectors are increasingly evaluating their recruitment pathways to ensure job opportunities are genuinely accessible to disabled candidates.

Through the implementation of flexible working arrangements, reasonable adjustments, and employee-led network groups, businesses aim to foster inclusive cultures where disabled employees feel valued and empowered to build long-term, fulfilling careers.

Armistice Day

11th November

Honouring Service and Remembrance

Armistice Day is observed annually on 11 November to mark the agreement that brought the First World War to an end. It provides a poignant opportunity to remember all those who have lost their lives in conflict and honour the courage and sacrifice of the Armed Forces community. Across the UK, communities, organisations and individuals pause for a two-minute silence at 11:00 am to pay tribute to those who have served and defended democratic freedoms.

Supporting Veterans in the Workplace

Remembrance also provides an opportunity to reflect on the experiences of service leavers, reservists and military families as they navigate civilian employment.

Through initiatives such as the Armed Forces Covenant, employers can demonstrate their commitment to supporting the military community by recognising transferable skills, removing barriers to employment and creating inclusive career opportunities.

Our partner company, Jobs4AllVeterans helps support this mission by connecting employers with the Armed Forces community and promoting employment opportunities for those who have served. Veterans bring valuable skills to the workplace, including leadership, resilience, teamwork and strategic problem-solving, which can strengthen organisations and contribute to more diverse workforces.

Cultivating an Inclusive Military-Friendly Culture

Creating a truly supportive environment for veterans and reservists involves more than initial recruitment; it requires fostering a culture of understanding and ongoing professional development. Progressive employers implement tailored support networks, mentoring schemes, and flexible policies that accommodate ongoing reservist commitments. By championing military-friendly employment practices, organisations not only honour the legacy of Armistice Day year-round but also enrich their own workforces with experienced and dedicated talent.



Notable Dates

- 8th - Remembrance Sunday
- 11th - Armistice day
- 13th - World Kindness day
- 13th - 19th - Transgender awareness week
- 14th - World Diabetes Day
- 16th - International Day for Tolerance
- 19th Nov - 20 Dec - Disability History Month
- 20th - World Children's Day
- 20th - Transgender Day of Remembrance
- 25th - International Day for the Elimination of Violence Against Women

