



Mental Health Awareness Month



Supporting Mental Health in the Workplace

In recent years, mental health has rightly become a growing focus in both personal and professional settings. As we navigate the demands of modern life, the need to create supportive, compassionate workplaces has never been clearer.

Why Mental Health Matters at Work

Mental health isn't something we leave at the door when we arrive at work. It influences how we think, feel, and behave – affecting productivity, collaboration, and overall wellbeing. According to Mind, one in six workers experiences a mental health problem such as anxiety, depression or stress each week. Despite this, many still feel unable to speak up or seek support.

Creating a Culture of Openness

A mentally healthy workplace starts with culture. Leaders play a vital role in normalising conversations around mental health, encouraging openness, and fostering a stigma-free environment. Simple actions like regular check-ins, listening without judgement, and showing empathy can make a significant difference.





Prioritising Mental Health at Work: A Shared Responsibility



For Employers:

- Offer mental health training and resources for managers.
- Implement flexible working policies where possible.
- Promote access to mental health support services, such as Employee Assistance Programmes (EAPs) or counselling.

For Employees:

- Prioritise self-care – take regular breaks, maintain boundaries, and seek support early.
- Talk to someone you trust – whether a colleague, friend, or HR representative.
- Familiarise yourself with what your organisation offers in terms of mental health support.

“In the UK, mental health challenges are no longer just a personal concern they're a workplace issue..”

- <https://www.unum.co.uk/about-us/media/mental-health-issues?>
- <https://healthcareandprotection.com/poor-workplace-mental-health-cost-uk-102bn-in-2023/>
- <https://www.mentalhealth.org.uk/wales/node/3741>





Partnerships



Diversity Jobs Group would like to extend a warm welcome to our newest partnerships and we look forward to working together over the coming twelve months.

SBS
Brighton and Hove Albion FC
Transport for Wales
Ward Security

We would also like to thank some of our loyal partnerships for their ongoing support and we look forward to what we can achieve together during the next twelve months of our partnership.

Luminate Education Group
StepChange
Wychavon and Malvern Hills District Councils
London Borough of Richmond Upon Thames
Booker Group



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JOBS4 *Social Mobility*

JOBS4 *Over Fifties*

JOBS4 *Gender Neutral*

JOBS4 *LGBTQ+*

JOBS4 *Neuro Diversity*



Partnership Feature

McArthurGlen Designer Outlets



Welcome, Bienvenue, Benvenuto, Welkom, Willkommen, Bienvenido

Be Part of Something Extraordinary at McArthurGlen

Don't know us yet? Let us fill you in...



Founded in 1993, McArthurGlen introduced the designer outlet shopping concept to Europe when it opened Cheshire Oaks, UK. Fast forward to 2025, we are the **leading owner, developer and manager of designer outlets in Europe, constantly** redefining the destination shopping experience for more than 90 million guests that visit our centres each year.



We have 23 centres across eight countries, including **Austria, Canada, France, Italy, Germany, the Netherlands, Spain, and the UK**. And those centres are home to almost 3,000 stores from **the world's best-loved luxury, designer, and premium fashion and lifestyle brands**, offering shoppers year-round savings of up to 70%.

Our global team is made up of over **800 talented, diverse individuals**, from **35+ nationalities**, doing incredible work every day to create the finest retail experiences for our visitors, in collaboration with our brand partners. Our colleagues are our greatest asset and we're inspired by their creativity, passion, and drive to deliver on our purpose to make the extraordinary possible.





IE&D at McArthurGlen



At McArthurGlen we value the diversity of our people. We celebrate difference and believe that everyone is extraordinary. We are committed to building a culture where our opinions and contributions are listened to and respected, and everyone can be themselves. We learn and grow together; We all belong.

Employee Testimonial

89% of colleagues recommend McArthurGlen as a great place to work

Lorenzo
Guest Experience Advisor, Italy

“I am really proud of my team in particular and to work for this company. I think they are all extraordinary people whom I enjoy working with every day. I feel we are like a big family where everyone can be themselves.”

Mental Health Awareness Month at McArthurGlen

This May, we're proud to celebrate **Mental Health Awareness Month** a time to shine a light on the **wellbeing of our people**.

Mental health matters just as much as physical health, and we're dedicated to building a culture where everyone feels **supported** and **empowered**.

Here's what we're doing:

- Expert-led mental health webinars**
- A wellbeing allowance** for wellness tools
- Trained Wellbeing Allies** offering peer support and safe spaces
- Access to private healthcare**, including mental health support

Just some of the broad range of competitive benefits we offer our people.

Visit [McArthurGlen](https://www.mcarthurglen.com) to find out more.





McArthurGlen Outlets Continued



Be Part of Something Extraordinary

At McArthurGlen, we don't just offer jobs. We offer opportunities to grow, learn, thrive, and make a real impact.

Our **London office** is the hub for teams such as **Development, Marketing, HR, IT, and Finance**, where we work together to support the success of our whole portfolio of centres.

Meanwhile, our **Guest Experience, Local Marketing,**

Facilities, and Retail teams power our centres on the ground, ensuring we deliver exceptional service and create unforgettable retail experiences.

Interested to find out more?

We're always seeking passionate, diverse individuals who are ready to make a difference. Explore exciting opportunities at #McArthurGlenCareers and apply to join us today!

To find out more, click the links below:

Designer brands up to 70% less | [McArthurGlen Designer Outlets](#)

McArthurGlen careers and current vacancies search | [McArthurGlen Designer Outlets](#)



Connect with us on social media!



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Partnership Feature

Achieve together



Achieve together is one of the UK's leading providers of support for people with learning disabilities, autism, PMLD, deafness, hearing loss and associated complex needs.

Achieve together strives to support and inspire the people they support in order to give them the resources, skills and confidence to live their lives independently, and to the fullest. They do this by creating specifically tailored support plans, ensuring their needs are met while encouraging people to be brave, meet their goals and live independent lives.

Our team members are our most valuable asset. Without them, we simply wouldn't be who we are today. We're always on the hunt for hard-working, passionate people who want to make a difference and help others.



Working at Achieve together

As a Support Worker, you'll deliver excellent care, celebrate achievements, encourage fun and creativity and engage directly with our wider community. This is more than just a job – you'll be helping the people we support gain independence and live healthy, happy and fulfilling lives.

At Achieve together, you'll embark on a career adventure like no other, with dedicated training opportunities along the way to develop your skills and support your journey. Whatever your aspirations, we can help you reach your goals and forge a long-lasting career.

Join us and start making a real difference today!



Partnership Feature

Achieve together



Our commitment to Equality, Diversity and Inclusion

At Achieve together, we wholeheartedly believe that inclusivity and a diverse workforce that reflects the people we support and the communities we work within enables us to provide the best support. As the world we live in continues to evolve, we want to evolve alongside it – keeping our team members and the people we support at the forefront of our Equality, Diversity and Inclusion strategy.

It is vital that our team members feel confident to speak up and have their voices heard. With Equality, Diversity and Inclusion, continuous education is key, and we aim to foster a learning culture, where every team member is invited to join the conversation and have the opportunity to listen and be listened to. Our goal is to create and maintain an open dialogue where teams can share what diversity means to them, and support others to speak up and join the discussion.

Our ED&I Group work hard behind the scenes, in collaboration with the people we support, to raise awareness and influence positive change for our team members. Whether you're a member of the Achieve together team, or a person we support, we recognise and celebrate everyone's authentic self. One of our core values, #ValuingEveryone, highlights the need for equality amongst all those that work for and are supported by Achieve together.

To view our current opportunities, please click the link below



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Partnership Feature

West Northamptonshire Council

Our Vision.

Our vision at West Northamptonshire Council is ‘to make West Northants a great place to live, work, visit and thrive’.

A place where there is opportunity for all – where children are given the best start in life and vulnerable children are supported and protected. A place where all young people grow up qualified and inspired to succeed.

A place where people are proud to live, with strong sustainable communities, decent homes, a fulfilling job, and stress-free travel through well connected places.

A place where people are supported to live independent, self-sufficient lives and where everyone has the best life chances. A place where services are joined up and if you need a helping hand you’ll get it.

A place with a thriving and prosperous economy that draws in investment, visitors and talent. A place where we have modern towns but where rural character is cherished.

A place at the forefront of action on climate change with clean air, sustainable growth and a flourishing natural environment.

Our Culture: The THRIVE Values

At WNC, our organisational culture is built around the THRIVE framework, developed in consultation with staff, members, and stakeholders. These values guide our work and interactions:



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Partnership Feature Continued

West Northamptonshire Council

Our commitment to DEI.

We are committed to ensuring diversity, equality, equity and inclusion is woven into the fabric of WNC and everything we do, to enable all colleagues to develop and maximize their full potential.

We commit to engaging, learning and being open to advancing DEI in WNC, no matter how sensitive or challenging this may be.

We are committed to listening to our workforce and our staff networks who help us challenge to improve, and to creating working groups and networks externally with partners so we can learn from each other.

We recognise that individuals still experience discrimination and inequality in our society, and therefore as an employer we commit to taking a pro-active approach to identifying and addressing this within our workplace.

We view diversity as a strength to be harnessed and commit to building an inclusive workplace culture where the thoughts, ideas and perspectives of all individuals matter and contribute to our success.

We are a disability confident employer, a member of the Armed Forces Covenant, and a member of the Care Leaver Covenant.

Inclusion and Equality Strategy



At West Northants Council, it's about our people


People who thrive with ambition, bubble with new ideas, demand better ways of working, caring about every detail, and who never shy away from a challenge.

Our culture is a gateway for new experiences. A place to forge new opportunities. To empower you in your career, and unite you with like-minded people.

When potential is unlocked, talent thrives.

Choose a career that offers you a true sense of achievement, fills you with pride and challenges you in a positive way, everyday.

WNC, where careers thrive.



To view our open opportunities click the below link





Noteable Dates



International Family Equality Day - 4 May

Deaf Awareness Week 6 – 12 May

ME/CFS and Fibromyalgia International Awareness Day / Vesak (Buddhist) - 12 May

Black Inclusion Week / Learning at Work Week / Mental Health Awareness Week - 12 - 18 May

National Day for Staff Networks - 14 May

Global Accessibility Awareness Day - 15 May

Tourette's Syndrome Awareness Month - 15 May - 15 June

Dementia Awareness Week - 19 – 25 May

The World Day for Cultural Diversity for Dialogue and Development - 21 May

Anniversary of George Floyd's Death - 25 May

Ascension Day (Christian) - 29 May

