



We've reached the end of August and the close of summer! We hope everyone has enjoyed the season and is looking forward to the autumn months ahead—hopefully starting with some sunshine.

In September, we will be joining workplaces across the UK in marking **National Inclusion Week**. It's a time to celebrate the diversity within our teams, reflect on how we treat one another, and take small, meaningful steps that make a big difference.

This year's theme, **#NowIsTheTime**, reminds us that inclusion can't be left for "one day" or "when things calm down." It's something we create together, through everyday choices.

Research by the British Council shows that diversity, equity, and inclusion (DEI) initiatives have a direct impact on employee engagement. The statistics speak for themselves: a **50% reduction in turnover risk**, a **75% decrease in sick days**, and a **167% increase in employer net promoter score**. The numbers are impressive, but the real impact is seen in how people feel valued, supported, and able to bring their full selves to work.

We recently spoke to a registered manager who had just introduced **AI-powered communication tools** to support their diverse team. These tools adapt messages to different preferences, whether someone prefers written updates, visual aids, or audio summaries. This was particularly helpful for neurodiverse employees, who felt more included and heard. Small changes like these create a workplace where everyone can thrive.

Many of the companies we work with now also have **menopause champions, neurodiversity champions, wellbeing advocates, and inclusion allies**, helping colleagues navigate life stages, health changes, and personal challenges with understanding and empathy. These initiatives have been shown to improve **retention, productivity, and overall wellbeing**.

For practical ideas, check out [7 Ways to Be an Inclusive Co-worker](#), a helpful resource for ensuring everyone feels valued and supported at work.

World Suicide Prevention Day & National Suicide Memorial Day

Next month we also mark two important dates:

- **World Suicide Prevention Day – 10 September**
- **National Suicide Memorial Day for Health and Care Workers – 17 September**



Both days are a chance to pause, reflect, and remind ourselves that suicide is preventable, and that no one should carry their struggles alone.

Data from the British Medical Association (BMA) indicates that suicide rates among healthcare workers are 24% higher than the national average. Looking after yourselves, and each other, is essential.

Spotting when someone may be struggling:

- Noticeable withdrawal or mood changes
- Expressions of hopelessness
- Struggling to cope with work or daily life

A simple, genuine “*How are you, really?*” can open the door to support.

Self-Care and Team-Care Tips

For yourself:

- Pause often: Even a few mindful breaths can restore presence.
- Set boundaries: Rest isn’t a luxury—it’s essential.
- Talk it through: Share with someone you trust.
- Seek professional support: Samaritans (116 123, free, 24/7), CALM (0800 58 58 58).

For your team:

- Create emotional safety: Let people know it’s okay to say “not okay.”
- Encourage check-ins: A simple “How’s your heart today?” can go a long way.
- Share resources: Posters, helplines, awareness info.
- Model boundaries and self-care: Show others it’s okay to rest.

Training matters

Engaging in mental health and suicide prevention training is vital—it’s not just a tick-box exercise. Make the most of any courses in your workplace, and explore free resources like the **Zero Suicide Alliance’s** 20-minute online course: zerosuicidealliance.com/suicide-awareness-training-courses

If you are finding things hard, speak to a trusted colleague, line manager, or a helpline. You matter, and you’re not alone.



Challenging Negative Thoughts with Self-Compassion

We all experience negative or sometimes irrational thoughts. It's important to acknowledge them without pushing them away, while also making sure they don't take control.

This video introduces a compassionate CBT technique called **“Taking Your Thoughts to Court.”** It offers a gentle way to explore moments of self-doubt or critical inner voices—not by ignoring how we feel, but by examining whether our thoughts are really true.

✦ How it works:

- ◆ **Identify the thought** — for example, “I’m not good enough.”
- ◆ **Prosecution** — What evidence seems to support this thought?
- ◆ **Defence** — What objective facts or kind truths challenge it?
- ◆ **Verdict** — Considering both sides, does the thought still hold up?

When practised with self-compassion, this approach can soften harsh inner criticism and bring clarity to heavy moments. It's not about forcing positivity—it's about thinking **clearly, rationally, and kindly** toward yourself.

 [Watch the video here](#)

Take Charge of Your Future: Pension Awareness Day

Pension Awareness Day is on the 15th of September. This is a vital initiative dedicated to demystifying pensions and empowering individuals to take control of their financial futures.



Established in 2014 by Pension Geeks, the campaign provides free, impartial guidance to help people understand and manage their pensions effectively.

Many people remain unsure about their pension plans, but early and consistent contributions, knowing the different types of pension schemes, and taking advantage of employer contributions and tax reliefs can make a real difference to long-term financial security.

Learn More

Visit pensionawarenessday.com for more information and to register for events.



Communication Aids

Today marks **Makaton International Awareness Day**, and on **23 September**, we'll also observe the **International Day of Sign Languages**.

While these two systems are different, as explained [here](#), both awareness days remind us that communication is about more than words. It's about connection, being seen, and feeling understood.

Communication is one of our most powerful tools, yet it doesn't always rely on spoken language. For many people, expressing thoughts, needs, or feelings verbally can be challenging. Tools like **Makaton** and **sign language** help open doors to understanding, connection, and inclusion.

Even small adjustments in how we interact can make a meaningful difference. Sometimes, learning just a few signs or symbols is enough to make someone feel seen, valued, and connected.

Here are some excellent sites offering **low cost or free resources** to get started:

[Sign Language](#)

[Makaton](#)

Understanding our own and others communication styles.

Understanding our own and others' communication styles can be truly transformative, helping us connect with more compassion and effectiveness.



The [Colours Preferred Communication Style Assessment](#) is a simple yet powerful way to explore how we interact, collaborate, and lead.

We've found it incredibly useful for building self-awareness, improving how our team works together, and creating a more inclusive environment where everyone feels seen and heard.

We strongly recommend taking a closer look at this, it's a small step that can make a big difference in both leadership and everyday interactions.

🌟 Job of the Month 🌟

Team leader

📍 Weston Super Mare | 💰 £36,400 | ⌚ 40 Hours with on-call

As Team Leader, you'll guide and mentor care staff, ensure safe and effective care, and help maintain a workplace where both staff and clients feel valued and supported.

You'll oversee care planning, risk management, and compliance, while building strong relationships with clients and staff. This role also involves on-call duties and contributing to staff development.

We're looking for someone organised, proactive, and compassionate, with experience in care or healthcare settings and a genuine passion for supporting mental health and wellbeing.

👉 [Apply today to lead with heart and make a real difference.](#)

✚ **Further reading/watching:**

👉 [Understanding Your Workplace Rights: Protection Against Discrimination](#)

👉 [World Patient Safety Day 2025 – WHO Announcement](#)

💡 **Thought for the month:**

Work is important, but so is the mind doing the work. This month, let's give ourselves permission to slow down, check in with our feelings, and make space for rest. Mental health isn't separate from work, it's what makes our work possible.

🗣️ **We'd love to hear from you:**

What's one small step you can take this week to support your mental well-being at work?

Warm wishes for the month ahead.



Connecting compassionate care providers with skilled professionals to build strong, values-aligned teams that enhance care quality and service outcomes.