



We're officially in Autumn and the last quarter of the year. We hope you are looking forward to a positive finish to 2025.

October brings many important awareness events, including World Mental Health Day on 10th October. In workplaces, this day serves as a powerful reminder that mental health deserves the same attention and care as physical health. According to 2024 data, about one third of UK employees—around 10 million people—reported experiencing a mental health issue. It's a great opportunity for workplaces to open conversations, challenge stigma, and show staff that their wellbeing matters.

How is your organisation marking the occasion?

Whilst employers hold a duty of care and can shape a mentally healthy culture through policies, workload expectations, management style, and prioritising wellbeing, it is equally important to recognise the role that teams play in sustaining this environment.

A mentally healthy culture is most effective when approached as a collective responsibility.

A good workplace will have:

- Employers providing the structures, resources, and culture of support.
- Managers modelling healthy behaviours and creating space for open conversations.
- Employees respecting boundaries, supporting colleagues, and engaging with available resources.

When everyone plays their part, the workplace becomes more than just a place to work — it becomes a space where people feel safe, supported, and able to thrive.

National Work Life Week 2025 – 6–10 October

National Work Life Week, organised by Working Families, takes place from Monday 6 to Friday 10 October. This annual campaign encourages meaningful conversations between employers and employees about wellbeing at work and achieving a healthy work-life balance.



Maintaining a healthy work-life balance isn't just good for mental and physical health — it also boosts performance, engagement, and overall workplace satisfaction. Research shows that employees who manage their workload effectively are more productive, focused, and motivated, creating benefits for everyone in the organisation. In fact, organisations with a strong focus on work-life balance see a **25% increase in employee productivity**.

Yet, one challenge many of us face is feeling we always need to say “yes.” We worry about letting colleagues down, missing opportunities, or appearing less committed — and in doing so, we risk overextending ourselves. Employees who consistently say yes to extra work without boundaries are **twice as likely to experience burnout**.

Benjamin Laker explores this in his Forbes [article, The Career Risk of Always Saying “Yes, I’ll Help”](#). While offering help demonstrates teamwork and reliability, consistently saying yes without considering your own capacity can quietly erode wellbeing. Over time, it can lead to burnout, frustration, and even impact your professional reputation.

This Work Life Week, take a moment to reflect on your own boundaries. Saying no when necessary isn’t a sign of weakness — it’s a vital part of sustaining long-term performance, wellbeing, and career satisfaction. Encouraging workplaces to value balance and mindful collaboration benefits everyone.



Advocating for Your Needs: The Power of Reasonable Adjustments

Finding and staying in work can sometimes be more challenging if you need reasonable adjustments. It’s important to remember that you are entitled to these adjustments — they exist to ensure that everyone has an equal opportunity to succeed and thrive at work.

If you’re already in a role, don’t hesitate to ask for the support you need.

Research shows that providing reasonable adjustments not only benefits the individual but also improves overall workplace performance, engagement, and

retention. Asking for what you need isn't a weakness — it's a way of creating a healthier, more productive work environment for yourself and your colleagues.

In fact, studies indicate that companies with inclusive hiring practices for employees with disabilities experienced a **72% increase in productivity** and a **92% increase in employee engagement**.

October highlights awareness celebrations for ADHD, Menopause, pronouns, OCD, dyslexia, and more. These events are designed to empower people to advocate for their needs and foster understanding across workplaces.

If you're looking for support to advocate for your needs, organisations such as [ATW](#) [Maximus UK](#) can offer guidance and resources.

October is recognised as **Speak Up Month** in the UK, a time dedicated to fostering a culture of openness and transparency in workplaces.

Creating an environment where individuals feel safe, supported, and confident to raise concerns is not just a matter of policy—it's essential for building trust, nurturing wellbeing, and retaining valued team members.

When people know their voices are heard and respected, it strengthens collaboration, encourages accountability, and ultimately helps organisations grow in a more ethical and sustainable way.



As an employee, speaking up is a powerful way to enact positive change. Good employers value honest feedback, recognising that it helps them improve and ultimately benefits everyone. The key is to approach conversations with a solutions-focused mindset and a calm, constructive approach. Framing concerns thoughtfully, offering potential ideas, and staying open to dialogue not only makes it easier for your message to be heard, but also fosters a culture of mutual respect and understanding. Over time, these conversations help build workplaces where everyone feels empowered, included, and part of shaping a better, safer, and more supportive environment.

[ACAS has some good guidance on how to raise a problem.](#)



October is **Black History Month**, and we believe every organisation should take this opportunity to celebrate it, ensuring that all employees feel valued, seen, and appreciated. In the care sector, where our workforce is particularly diverse, this isn't just important — it's essential.

Recognising and honouring the contributions of Black colleagues helps foster inclusion, belonging, and a culture where everyone can thrive.

[Skills for Care](#) offers fantastic resources to help everyone in the sector engage with Black History Month, from personal stories and experiences to examples of achievements across diverse communities.

Taking a moment to explore and share these resources is a meaningful way to reflect and celebrate.

End of Life Care

Rowcroft Hospice is offering two free online sessions for health and social care professionals:

- **An Introduction to Spiritual Care at End of Life –**
Wednesday, 1st October 2025,
13:30–15:00
- **An Introduction to Supporting Someone Facing Loss & Bereavement –** Wednesday, 8th
October 2025, 13:30–15:00



Both sessions explore the impact of various factors on an individual's response to end-of-life, loss, death, grief, and bereavement. Enhance your skills in providing compassionate, holistic, person-centred care, including:

- Sensitive communication
- Accessing resources to support practice
- Supporting people with diverse beliefs and value

Find out more and register:

[Spiritual Care at End of Life](#)

[Supporting Someone Facing Loss & Bereavement](#)

☀️ Job of the Month ☀️

Part Time Care Assistant

📍 Dorchester | 💷 £12.60 | ⌚ Part Time

Example rota

Week 1:

Thursday – 08:00-20:00 (12)

Friday – 08:00-14:00 (6)

Week 2:

Tuesday – 08:00-14:00 (6)

Wednesday – 08:00-14:00 (6)

Saturday – 08:00-14:00 (6)

Sunday – 08:00-20:00 (12)

We are seeking Care Assistants to provide high-quality, personalised support, following care plans and responding to residents' individual needs. You will join a small, friendly residential care home in a converted Victorian house, supporting up to 23 residents in a warm, homely environment. Our team delivers compassionate, person-centred care, tailoring support to each resident's routines and preferences. Residents enjoy personalised bedrooms, comfortable communal spaces, a peaceful garden, a varied activity programme, and fresh, nutritious meals prepared onsite daily.

📌 Further reading/watching:

👉 [Understanding Challenging Behaviour in Children](#)

👉 [International Infection Prevention Week](#)

💡 **Thought for the month:**

Work-life balance isn't one-size-fits-all. For some, it's about flexible hours; for others, it's having clear boundaries, time to recharge, or simply feeling in control of their day. What feels balanced for you might look very different from someone else — and that's perfectly okay. Recognising and respecting those differences is key to creating workplaces where everyone can thrive.

🗨️ **We'd love to hear from you:**

What aspect of work-life balance is most important to you personally?

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.