



Can you believe we've already reached the last quarter of the year?

We hope you and your teams are doing well as we head into these final months.

This month, we have been heartened to see so many companies recognising and celebrating Black History Month. In the healthcare sector, Black colleagues make countless contributions every day, enriching our workplaces, the teams we work with, and the lives of the people we care for. Taking the time to acknowledge these achievements not only celebrates the past and present but also inspires future generations.

Celebrating events like Black History Month helps teams feel seen, valued, and heard. It encourages understanding, fosters empathy, and strengthens the sense of belonging that is so vital in our workplaces. By taking part in these celebrations, organisations demonstrate their commitment to inclusion, equality, and respect—and in doing so, create environments where everyone can thrive.

Looking for ways to end the month in an impactful way?

- **Host talks, panels, or webinars** featuring Black colleagues or leaders, sharing their experiences and insights.
- **Highlight achievements and stories** of Black professionals within your organisation through newsletters, social media, or team meetings.

- **Provide educational resources** such as articles, books, or courses about Black history, leadership, and contributions in healthcare.
- **Encourage reflection and dialogue** by creating safe spaces for open discussions about inclusion, equity, and allyship.
- **Support local initiatives** by partnering with or volunteering for Black-led organisations and charities.
- **Commit to ongoing inclusion beyond October**, through mentorship programmes, training, or inclusive practices that continue to uplift all colleagues.

We've just marked **Dyslexia and Dyspraxia Awareness Week**. With around **3.3 million adults in the UK workforce** experiencing one or both of these conditions, it's more important than ever for employers to ensure their teams feel supported.



Neurodiversity is far from being a hindrance to a workplace. Many individuals with dyslexia or dyspraxia bring unique strengths, such as creative problem-solving, big-picture thinking, and innovative approaches to challenges. By fostering an inclusive environment and offering thoughtful adjustments, organisations can unlock the full potential of their people and create a workplace where everyone can thrive. In fact, research indicates that teams with neurodivergent professionals can be up to **30% more productive** than those without, and they often make fewer errors.

Sometimes it can feel overwhelming to know where to start. The most effective first step is always to ask the individual what support works best for them, as everyone's experiences and needs are different.

These two resources are excellent starting points if you are looking for ideas, more information or to create a menu of support to explore with your team,

[Dyslexia – Reasonable adjustments in the workplace](#)

Dyspraxia – Guidance for support



Company culture is discussed a lot, and there are plenty of statistics highlighting its importance and the benefits of a strong culture.

Companies with strong cultures experience a **21% increase in profitability** and a **17% boost in productivity** compared to those with weaker cultures, so it's no surprise that many organisations are focused on making improvements.

But changing a culture isn't always easy — and it certainly doesn't happen overnight. This article from [*Harvard Business Review, To Change Company Culture, Focus on Systems — Not Communication*](#), explores how culture isn't changed by words alone, but by the **systems, processes, and behaviours** that make it real day to day.

It's a helpful reminder that lasting change comes from designing the **right environment**, not just sending the right message. We believe this perspective is invaluable for any organisation striving to create a culture that is genuinely **supportive, inclusive, and sustainable**.

Saturday is World Menopause Day, a time to raise awareness, challenge stigma, and celebrate the experiences of people going through menopause.



Did you know that **around 1 in 5 employees experience menopause-related symptoms at work**, yet many feel unsupported? Supporting your team is vital, and there are lots of ways to do this. One popular approach is introducing a **menopause champion**.

This article from the **Menopause Training Company** — [*Menopause Champion: Pros and Cons*](#) — explores the role of menopause champions in workplaces, outlining the potential benefits and considerations of introducing this kind of support. It's a helpful guide for creating a more inclusive and supportive work environment for everyone.



AI Webinar

Lots of our clients have been chatting with us about AI and understandably so. As AI continues to reshape industries, healthcare is no exception.

From streamlining administrative tasks to enhancing patient care, the potential is vast. However, the true success of AI adoption hinges not just on the technology itself, but on the people who implement and interact with it.

We've come across an upcoming webinar hosted by Mycelium Group on 21st October, which explores the pivotal role of line managers in AI adoption. This session aims to equip leaders with the skills to foster AI fluency, manage resistance, reimagine workflows, and coach teams towards confident AI integration.

🔗 Find out more [here](#)

With AI adoption accelerating, the organisations that will truly thrive are those that remember humans are at the heart — whether that's through readiness, thoughtful implementation, or recognising that some things simply need a human touch.

Supporting Leadership in Adult Social Care

On **Thursday, 27th November 2025**, from **14:00 to 15:30**, **Skills for Care** will host its fifth national event for nominated individuals.



This online session will focus on the **Care Workforce Pathway**, with insights from colleagues across the sector. It's a valuable opportunity for nominated individuals to connect, share experiences, and explore strategies for workforce development.

For more information and to register, please visit the [Skills for Care event page](#).

We'd love to hear from you:

How do you think recent political and economic changes are shaping the healthcare sector? Do you anticipate these factors creating challenges for your organisation in attracting and retaining talent?

💡 **Thought for the month:**

In times of change, understanding the pressures on your workforce is more important than ever. Open conversations about recruitment, retention, and staff wellbeing can help organisations adapt, strengthen teams, and create a workplace where people feel valued and supported. It's also important to recognise how factors outside the workplace influence your team: media coverage can shape staff expectations, shifts in the economy can impact career decisions, and global events can affect wellbeing and priorities. Being aware of these broader influences enables organisations to respond proactively, fostering resilience, engagement, and a positive workplace culture.

📌 **Further reading/watching:**

👉 [Welfare pack for employees with ADHD from ADHD UK](#)

👉 [A beginner's guide to pronouns in the workplace.](#)

Need support finding the right people?

Let's take the stress out of hiring — get in touch today to see how we can help.

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.