



AMS  
Diversity & Inclusion Alliance

# INformed

Edition 10 | February 2025

A collection of insights and information from our Alliance Partners, keeping our customers **INformed** at all times.

# Welcome

Welcome to the 10<sup>th</sup> edition of our INformed Alliance insights newsletter where we share the latest insights from our Diversity and Inclusion Alliance partners.

Recent news headlines and commentary have raised questions about the future of DEIB efforts in the workplace. While the news continues to unfold, AMS remain committed to DEIB, linking to business strategy and outcomes. In 2025, we commit to inclusion for all and building belonging across our business to create an environment where everyone can thrive. This will be enhanced by our 11 global Employee Resource Groups (ERG) bringing diverse representation reflective of the communities where we operate, and equitable people processes. We will also continue to drive DEIB through our client operations using the knowledge, expertise and resources provided by our valued Alliance partners. You can read more from AMS DEIB experts, The Josh Bersin Company and client contributors about how to harness DEIB for business success on page 10.

Throughout the rest of the newsletter, you'll find updates on the latest Age Pioneers event hosted by 55/Redefined in London in January (page 5), how PSR celebrated Armed Forces Week in November (page 6), how Evenbreak have been supporting PSR to drive disability inclusion through a dedicated training programme (page 6), how to foster a safe and inclusive environment for trans and non-gender confirming people using myGwork's Trans Inclusion guide (page 7) and how BYP Network are celebrating US Black History Month (page 8).

We hope you enjoy reading this edition and look forward to bringing more insights to you very soon.



*Creating workplaces where all people can do their best work is a matter of good business sense. This is a moment to reframe DEIB as part and parcel of any high functioning, values driven enterprise. It is an operating principle and a value.*

**Jacqui Welch, CHRO at the New York Times and  
Non-Executive Director, AMS**

# Contents

Navigate the content by clicking on the links below or simply scroll through the newsletter to enjoy all the articles.

- › [The Alliance Partners](#)
- › [National Older Workers Week & Age Pioneers with 55/Redefined](#)
- › [Celebrating Armed Forces Week in November](#)
- › [MyGwork's Trans Inclusion Guide for Employers](#)
- › [Disability Inclusion Training with Evenbreak](#)
- › [BYP: US Black History Month](#)
- › [Working in Partnership: PSR Guaranteed Interview Scheme 2024 Year in Review](#)
- › [Editor's Choice](#)
- › [In other news](#)
- › [Key dates in February and March](#)



Click icon to return to contents page



Look out for this icon, highlighting a link to further information or insights



# Who are our Diversity & Inclusion Alliance partners?

Disability/ Neurodiversity



LGBTQ+



Age

55/**REDEFINED**

Military



Ethnicity/ Black



Social Mobility



Key existing partners



# Highlights of National Older Workers Week & Age Pioneers Summit

NOWW / NATIONAL OLDER WORKERS WEEK 2024

**National Older Workers Week** was set up in 2022 as a celebration of the value older people bring to the workplace and the benefits of an age-diverse workforce.

In October, the National Older Workers Week assets were acquired by [55 Redefined](#) with the aim of setting a new benchmark for empowering older workers, championing age-positive hiring practices and ensuring inclusive workforce solutions for companies worldwide.

National Older Workers Week 2024 was a big success, attracting over 21K impressions on LinkedIn and reaching over 850K followers through supporter posts and over 9K video views for [employer video tips](#) posted by 55/Redefined's founder Lyndsey Simpson.

**Key takeaways and statistics from the event include:**

- › Ageism remains prevalent in UK society, especially in the workplace
- › 65% of older workers in the UK believe the job market is closed to them by age 55
- › Young HR decision makers are less likely to recruit over 55s
- › Helping just 1% of over-50s back into the workforce could add almost £6 billion to the UK economy
- › More people, especially women, are economically active in later life



HEADLINE SPONSOR

A|M|S

SUPPORTED BY

JUST.



**55/Redefined** also hosted their annual sold-out **Age Pioneers Summit** on 29<sup>th</sup> January in central London. The Age Pioneers Summit is the only global conference focused on the commercial and future of work impacts posed by an ageing population.

This year's theme was "**inform, inspire, and equip**", which enables participants to lead as age pioneers in their organisations.

**Key Speakers included:**

- › Lyndsey Simpson – Founder and CEO, 55/Redefined
- › Adam Hawkins - Head of Search & Staffing EMEA & LATAM, LinkedIn
- › Bill Williams – Director of L&D, Warner Bros Discovery
- › Paul Modley – Director of DEIB at AMS
- › Eleanor Mills – Founder & CEO, Noon – Home of the Queenager

A|M|S



# Celebrating Armed Forces Week with a Dedicated Attraction Campaign

In November, to mark our **Milestone Moment of Armed Forces Week** and reaffirm our commitment to the Armed Forces Covenant Employer Recognition Scheme, of which AMS is a Gold Standard signatory, we launched a tailored Attraction Campaign for the Armed Forces Community. This was the first targeted campaign of its kind run by PSR.

We promoted our Guaranteed Interview Scheme (GIS), designed to break down barriers and offer guaranteed interviews to both military veterans and military spouses. We highlighted roles that match the skillsets of veterans and spouses and shared information about our customers who proudly support the Armed Forces Covenant.

Additionally, we conducted two Employability Workshops specifically for service leavers, veterans, and military spouses.

These workshops addressed the unique challenges faced by the Armed Forces Community, such as frequent relocations for spouses and a lack of civilian experience or qualifications for veterans, despite their strong skills and experience gained during service. Our goal was to equip attendees with the confidence and knowledge to effectively capture their skills on their CVs, confidently apply for opportunities and enhance their LinkedIn profiles to support their future job searches.

It's important to note that the unemployment rate for service leavers in the UK is around 4%<sup>1</sup>, highlighting the need for continued support and initiatives like ours to help them transition successfully into civilian careers.

The Campaign proved successful with the below increases in our Talent pools:



Veterans



Military Spouses

PSR Social Value Manager Charlotte Williams also wrote a series of Insight articles called “**Mission Employable**”, focusing on the challenges the Armed Forces Community face when trying to secure employment. You can read the articles by clicking the links.

- › **Mission Employable:** [Insights into the Employment Barriers faced by the Armed Forces Community. Episode 1 – Military Veterans., Charlotte Williams](#)
- › **Mission Employable:** [Insights into the Employment Barriers faced by the Armed Forces Community. Episode 2 – Military Children., Charlotte Williams](#)
- › **Mission Employable:** [Insights into the Employment Barriers faced by the Armed Forces Community. Episode 3 – Military Spouses, Charlotte Williams](#)

# Trans Inclusion Guide for Employers

## Charting the Path to Equality: myGwork's Trans Inclusion Guide for Employers

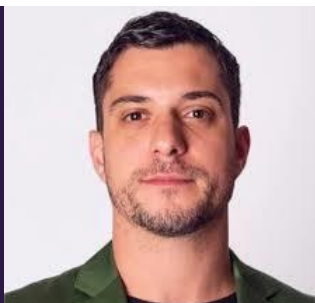
Recent research revealed that 65% of trans people choose not to reveal their gender identity at work, with 53% believing that trans people experience more barriers to progressing to senior positions than cisgender people. Creating a safe and supportive workplace is crucial to attracting and retaining employees who feel valued and respected within their place of work

myGwork's Trans Inclusion Guide for Employers brings together education and action to help support organisations in creating a welcoming environment for trans and gender non-conforming people. This guide is one part of the work myGwork undertakes with businesses in pushing forward LGBTQ+ workplace inclusion. It

Download a copy of the guide [here](#).

*"We hope that this guide will provide the foundation of knowledge needed to empower Employers to make lasting changes and move them forward on their diversity and inclusion journey."*

- Adrien Gaubert, CMO, MyGWork



## Key takeaways from the Trans Inclusion Guide for Employers:

### Key takeaways and statistics from the event include:

- › **Promote Trans Awareness**  
Actively participate in Trans Awareness Week. Educate staff about trans issues and experiences.
- › **Create an Inclusive Workplace**  
Implement global guidance on trans inclusion. Ensure policies and practices are inclusive and supportive of trans employees.
- › **Language and Communication**  
correct pronouns and names. Avoid language that can be harmful or exclusionary.
- › **Support and Allyship**  
Listen to and amplify trans voices. Provide allyship training and resources for all employees.
- › **Mental Health Support**  
Recognise the importance of mental health for LGBTQ+ employees. Offer mental health resources and support.
- › **Resources and Continuous Learning**  
Utilise articles, interviews and panel discussions available on platforms like myGwork. Stay informed about best practices and evolving guidelines for trans inclusion.

# Disability Inclusion Webinar for PSR

## Breaking Down Barriers: Accessibility Training with Evenbreak

On January 29th, Adam Hyland from Evenbreak presented the second session in our **DEIB Training Webinar Series** for all candidate-facing PSR colleagues.

This session, titled "**Barriers to Employment & Reasonable Adjustments**," aimed to enhance our understanding of the challenges faced by disabled candidates and the practical steps we can take to create a more inclusive hiring process.

Adam delivered an insightful and engaging session, equipping our team with the **knowledge and confidence** to have meaningful conversations about **Disability and Inclusion**.

A key takeaway from the session was Adam's powerful reminder:

*"It's more important to have conversations about Disability than to worry about getting the language wrong."*

This statement reinforces the importance of open dialogue in fostering inclusivity. By addressing barriers head-on and embracing discussions around reasonable adjustments, we can better support candidates in finding meaningful employment opportunities.



# Celebrating US Black History Month

## About BYP Network

The newest partner to the Alliance, BYP Network is dedicated to empowering organisations to attract, retain and engage Black talent through tailored employer branding, bespoke events, strategic campaigns and a dedicated job board.



A|M|S

## Personal Reflections on Black History Month's Impact

Celebrating Black History Month is more than just a moment in time; it's an ongoing commitment to honour and elevate Black voices, stories and experiences. Through the reflections of our colleagues, we're reminded of the resilience, pride and cultural richness that shape our community. This month, and every month, we commit to fostering an inclusive environment where everyone can show up as their authentic selves and contribute to a legacy of belonging.





# Working in Partnership Guaranteed Interview Scheme 2024 Year in Review

## Supporting Veterans, Military Spouses, and Individuals with Disabilities

Public Sector Resourcing (PSR) is committed to helping veterans, military spouses and individuals with disabilities secure meaningful public sector careers through our Guaranteed Interview Scheme (GIS). This inclusive initiative ensures qualified candidates from these communities can showcase their skills, breaking down barriers to employment.

Since the launch of Phase 3, GIS has expanded to include military veterans and spouses, reflecting our dedication as Gold signatories of the Armed Forces Covenant Employer Recognition Scheme. In collaboration with DE&I partners Evenbreak and Recruit for Spouses who supported us with the design & implementation of the scheme, we strive to make GIS as accessible and inclusive as possible.

**56** Direct Hires (Starters)  
in 2024 generating a  
Social Value total of...

**£1,214,301.76**

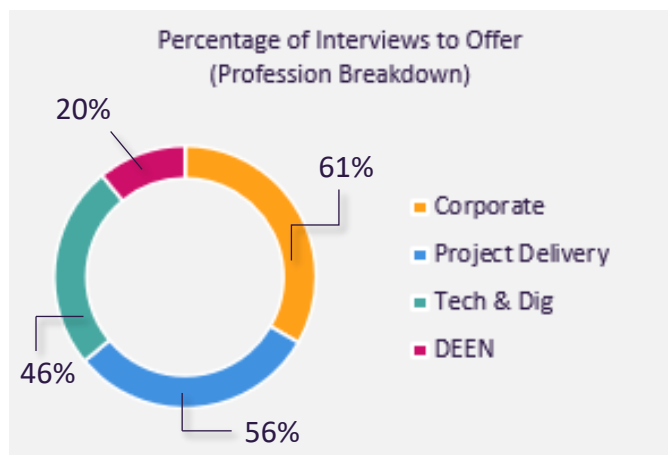
If you are interested in learning more about the Guaranteed Interview Scheme and the data for your organisation please reach out to the Social Value Team on [psrsocialvalueteam@weareams.com](mailto:psrsocialvalueteam@weareams.com)

Across the board **Disabled candidates** had the highest conversion from interview to offer with approximately **56%** of the total data, followed by **Veterans** at **38%**, and **Military Spouses or Partners** at **6%**.

In 2024, the most prevalent role types for disabled candidates using the GIS were **Project Support** and **Business Analyst** positions.

For veterans, the most common roles fell within **Project and Programme Management**.

Our new Applicant Tracking System, Avature, allows us to efficiently track GIS applicants from application to onboarding, providing valuable insights for 2024.



## Editors Choice

*Each section of this page has a link to further information or content*

### auticon

#### Guide | Introduction to Neurodiversity

Whether you know about neurodiversity and want to refresh your memory, or are new to the topic and want to learn more, Auticon's 'Introduction to Neurodiversity' quick-reference guide has something for everyone.

[Read the full guide here.](#)



### A|M|S

#### Article | Harnessing DEIB for Business Success

In today's rapidly evolving cultural and political landscape, the strategic importance of Diversity, Equity, Inclusion and Belonging (DEIB) is clear. Our latest insights explore why businesses continue to invest in DEIB initiatives amidst ongoing global challenges and scrutiny.

[Read the full article here.](#)

### A|M|S

#### Video | Highlights from the DEIB Alliance Roadshow

Across the UK we brought together clients, partners and our DEIB Centre of Excellence to collaborate, share best practices and explore trends in advancing diversity, equity, inclusion and belonging.

[Watch the highlights video here.](#)

### A|M|S

#### Report | AMS Pay Gap Report 2024

Here at AMS we passionately believe in creating an inclusive and supportive working environment for our colleagues, pioneering new and progressive ways of operating and embracing values and behaviours which allow all of our people to reach their full potential.

[Read our latest Pay Gap Report here.](#)



#### Podcast | Include Now



Include Now is a global call to action, inspiring employers and listeners to join the movement for meaningful change in the workplace. Through this podcast, Evenbreak is elevating the conversation on disability inclusion, enabling individuals and organisations to create accessible and equitable environments worldwide. Join us as we dive into the importance of accessibility, inclusion at work and talk to the people leading the way on disability inclusion.

[You can listen here.](#)

**Have you recently listened to an interesting podcast or watched an inspiring video or TedTalk? Let us know by contacting: [diversityandinclusion@weareams.com](mailto:diversityandinclusion@weareams.com)**

### A|M|S



# In Other News...



## AMS Launches its 11<sup>th</sup> Employee Resource Group: Religion, Faith and Spirituality.

We are proud to launch our 11<sup>th</sup> Employee Resource Group (ERG) based around Religion with our first DEIB Milestone, World Religion Day. Our ERG was built to create a community where diverse beliefs and practices are respected and explored, aiming to find common ground and foster understanding through shared experiences and discussions.

By valuing the learning that comes from other's differences, we enrich our perspectives and deepen our appreciation for the diversity around us. As a business and group, we hope to explore the key foundations of spirituality and faith, engaging in meaningful dialogue that promotes personal growth and a deeper understanding of one's beliefs as well as those of others.

The group leads will create a safe and inclusive space where everyone feels welcome and respected. We hope to build a supportive community that encourages mutual respect, personal development and a profound sense of connection among all members.

You can visit the ERG page [here](#).



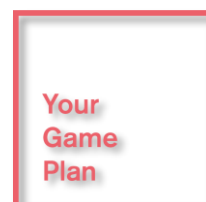
## PSR are taking part in National Interview Month 2025 with YourGamePlan.

Your Game Plan creates employment pathways, builds career confidence and matches future talent to the right opportunities by providing students across the country with digital courses, national events, employability resources and mentorship opportunities.

National Interview Month aims to:

- › Address an urgent development gap in schools across the UK
- › Provide free practice interview sessions for 16,000 students in Year 12 and above attending state schools and colleges nationwide
- › Foster pupil confidence at interview and provide young people with the essential skills required for the next steps in their education or career

This year, nearly 50 PSR volunteers will be supporting this important initiative. Lookout for further updates in the next edition of Informed.

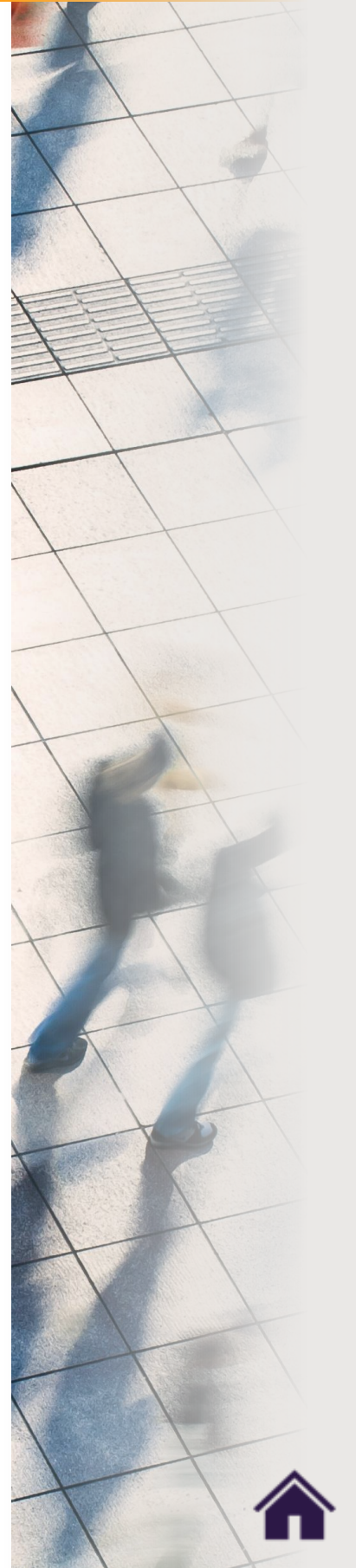


# Key dates in February

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

UK/International date | AMS / PSR date | Alliance partner date

- › **February** | AMS celebrate **US Black History Month**, also known as African American History Month, an annual observance that highlights the accomplishments and struggles of African Americans throughout history. It provides an opportunity to educate, reflect upon and celebrate the rich heritage and diverse experiences of Black Americans.
- › **4th February** | **mygwork** Pride Wide is holding the second of Pride Wide Leaders' Breakfasts with the theme of 'Customers' and hosted by Spark Foundry. [Click here](#) for more information and to register.
- › **19th February** | **BYP** are holding a professional roundtable: 'Should we let AI dictate how we learn, live and love?' [Click here](#) to register for this virtual event.
- › **20th February** | **AMS** celebrate **World Day of Social Justice**, recognising the need to promote social justice, which includes efforts to tackle issues such as poverty, exclusion, gender inequality, unemployment, human rights and social protections.

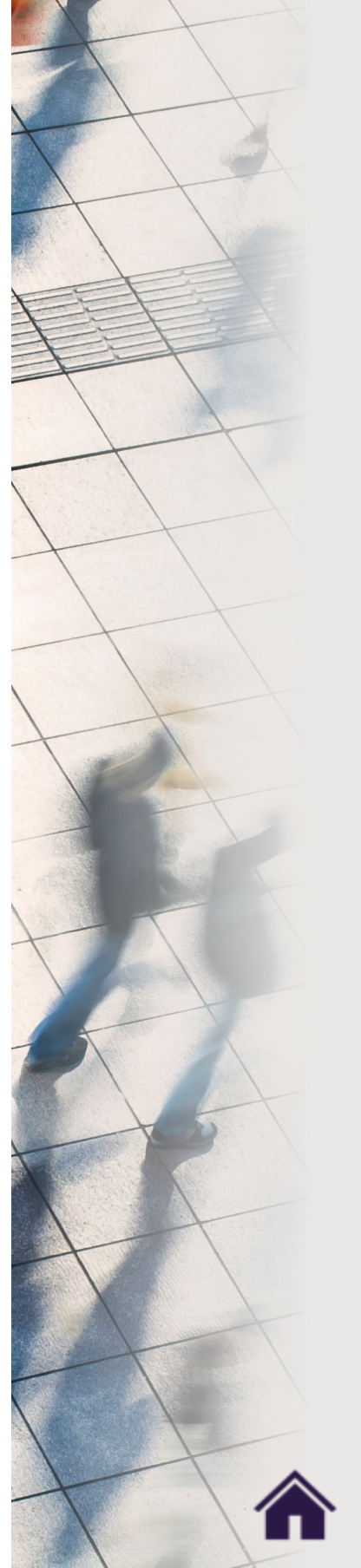


# Key dates in March

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

UK/International date | AMS / PSR date | Alliance partner date

- › **10<sup>th</sup> March** | **AMS** celebrate **International Women's Day** (IWD). IWD belongs to all who care about women's equality. Celebrate women's achievements, raise awareness about discrimination and take action to forge gender parity.
- › **17<sup>th</sup> – 21<sup>st</sup> March** | **AMS** celebrate **Neurodiversity Celebration Week**, an initiative that challenges stereotypes and misconceptions about neurological differences. It provides the opportunity to recognise the many skills and talents of neurodivergent individuals.
- › **19<sup>th</sup> – 20<sup>th</sup> March** | **Evenbreak** In collaboration with Naidex 2025, will be hosting a recruitment fair in March 2025 at the NEC Birmingham. [Click here](#) for more information.



# Thanks for reading.

## Let us know your thoughts

[DiversityAndInclusion@WeAreAMS.com](mailto:DiversityAndInclusion@WeAreAMS.com).

Or for more information on how you can engage with our Diversity & Inclusion Alliance partners for **PSR**, please contact [PsrSocialValueTeam@WeAreAMS.com](mailto:PsrSocialValueTeam@WeAreAMS.com)



### **Document Control**

#### *Copyright Statement*

*Copyright © 2023 Alexander Mann Solutions Limited hereafter referred to as AMS. All rights reserved.*

*This is a copyright document and AMS reserve all rights to both the form and content of this document.*

