



IRIS INSPIRE

Monthly Newsletter

June Edition

Welcome to the June edition of our monthly newsletter!

Happy June! We're halfway through the year already! As summer approaches, we are excited to bring you a special edition focused on a topic close to our hearts: **Pride Month and the importance of diversity and inclusion within the workplace.**

At IRIS Software Group, we firmly believe that fostering an inclusive environment is not only the right thing to do, but it also drives business success.

In this newsletter, we will explore the significant benefits of celebrating Pride Month and embracing diversity within your organisation, highlighting how our software can assist you in promoting a culture of inclusivity.

Happy reading!

Your Commercial Sector Team.



Blogs

The greater the diversity the greater the perfection:

Especially with the current talent shortage, getting skilled people back in the workplace could be huge for UK businesses!

If you want to secure talent, you are going to have to seriously pivot from what you are currently doing in your recruitment efforts.


[Read here](#)

4 ways to support diversity and inclusion in your workplace:

Creating a diverse and inclusive workforce is an incredibly important aspect of good people management and adds huge value.

To support, we've compiled four tips and actions you can take to inform your strategy and help build a forward-thinking culture.

[Read here](#)



How can we help?

Reporting on Diversity, Equality and Inclusion

IRIS HR software such as [Staffology HR](#) and [IRIS Cascade HRi](#) enables organisations to report on diversity, equality, and inclusion metrics such as gender, disability, ethnic origin, and nationality.

Deliver a discrimination-free recruitment processes

[IRIS Networkx](#), an Applicant Tracking System (ATS), assists in hiring a diverse team by utilising tools like automated sifting, anonymized shortlisting, and scoring, ensuring a fair recruitment process based solely on skills and abilities.

Digital accessibility in the workplace

IRIS software, including [Staffology HR](#) and MyCascade, promotes digital accessibility in the workplace by providing features like ARIA labels and screen reader support, eliminating barriers for employees.

Survey your employees

Through the trusted partner [Qlearsite](#), IRIS offers the ability to send out surveys to measure and diagnose inclusion issues within the organisation, enabling progress towards equality at work.

Offer employee training

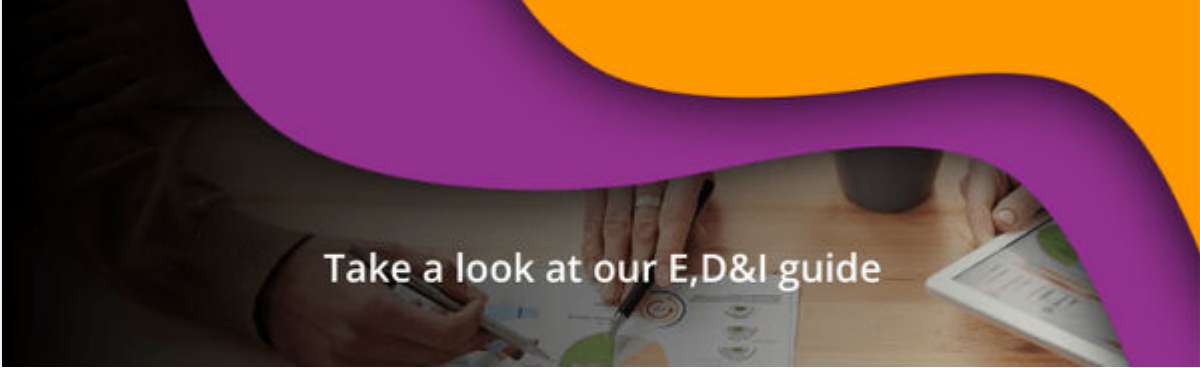
[IRIS Cascade HRi](#) and [Staffology HR](#) facilitate scheduling and conducting training modules on diversity, equality, and inclusion, allowing employees to be educated on these topics.

Share gender pronouns

IRIS software allows employees to set preferred pronouns and gender identity, ensuring respectful and inclusive communication within the organization.

Store employee handbooks

[IRIS Cascade HRi](#) and [Staffology HR](#) provide a convenient way to store and access employee handbooks that outline equal opportunities and anti-discrimination policies.



Take a look at our E,D&I guide

Ignite Change with Diversity!

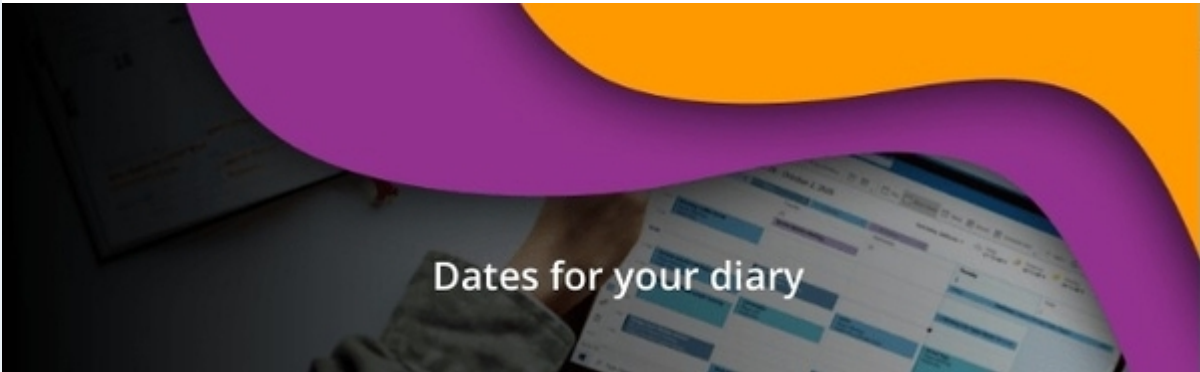
Your Ultimate Guide to Equality, Diversity, and Inclusion in Recruitment:

Ready to make a difference? Explore the immense advantages of workplace diversity, master the art of discrimination-free hiring, and harness the potential of artificial intelligence to shape the future of E.D.I. in recruitment.

Don't miss out on our [comprehensive guide!](#)

[Download it now](#) to access the latest insights and effective strategies for driving Equality, Diversity, and Inclusion throughout your organisation.

[Download it here](#)



Dates for your diary

Pride Month

The month of June is Pride month.

Pride month, originating from the LGBTQIA+ community's fight for equality and acceptance, stands as a symbol of resilience, courage, and the power of collective voices.

By commemorating Pride Month, we have an extraordinary opportunity to honour the contributions of individuals and reinforce our commitment to creating workplaces where everyone can bring their authentic selves.

Expenses and benefits deadline

Don't forget that if taxable benefits have been made to employees in the tax year to April 5th 2023, a P11D form needs to be completed and [submitted to HMRC](#) by July.



CIPD Festival of Work round-up

We had a great time last week at the CIPD Festival of Work at Olympia London.

We had some great conversations with existing and potential customers, and we were joined by our special guest Pudsey Bear to celebrate the partnership between IRIS and Children in Need. In addition, our team hosted a fireside chat to discuss the relationship of performance, productivity and trust being at the heart of bringing purpose to life and retaining top talent.

It was a truly magnificent 2 days in London, we can't wait to do it all again next year!

Are you a Cascade customer? Read about our Cascade Scalability update:

As a leading provider of mission-critical software, we understand that the performance, flexibility, and security of IRIS Cascade is vital to your business workflows, enabling your employees to experience seamless and trustworthy functionality – anytime, anywhere.

Over the last three months, we've carefully gathered and analysed your feedback to identify opportunities to improve the speed, responsiveness, and resilience of IRIS Cascade.

We're pleased to share an update on our progress, forthcoming plans, and future investments to take IRIS Cascade to the next stage of its evolution.

[Read more here](#)

Does your company
offer workcations?

A low-angle shot of several palm trees reaching towards a bright blue sky filled with soft, white clouds. The perspective is from the ground looking up, making the trees appear tall and majestic.

We're currently writing an article on workcations and we'd love to speak to you! Does your company allow you to work from a temporary location? Have you continued to work whilst on holiday? If so, we'd love to hear from you. Please email jessica.brown@iris.co.uk and we'll be in touch with more information.



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