



Housekeeping

Thank you for joining us today, due to the number of delegates attending please:



Turn off your camera and microphone



Add any questions or comments in the chat, we will answer as many as we can at the end.

Today's webinar will be recorded. The recording and slides will be emailed out after.

Supporting you with International Recruitment



Welcome

Melanie Weatherley MBE

International Recruitment Project Lead

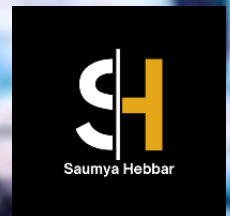
Supporting you with International Recruitment



Cultural Integration Toolkit

Supporting Employers and
Employees for Seamless
Integration

Saumya Hebbar | 24-1-25





To develop a Cultural Integration Toolkit designed to enable community-based staff to effectively support and manage new recruits who have been recruited internationally

- Information for Employers to better support their internationally recruited staff
- Support & Training for Staff to ensure well being and improved retention

Section One

Information for Employers





- Initial assessment / Post evaluation

- Structured onboarding

- Role and contractual expectations

- Cultural Awareness

- Fostering Team work and Inclusion

Other information ??




Structured Onboarding

- Suggested framework for onboarding –
30 – 60 – 90 day plan
- Frequent check in's (templates)
- Buddy system (encourage cultural exchange and learning)
- Access to pastoral care
- Mental health & Wellbeing support



**Clarifying
Role,
Contracts and
Entitlements**

- Set clear expectations of employee's role and expectations
- Help them understand their rights and contractual terms
- Overtime Pay, leave, and working hours
- Explain employment contracts in simple terms
- Provide resources for legal obligations



Fostering Teamwork and Inclusion

- Building an inclusive team environment
- Organise team-building activities
- Celebrate cultural diversity
- Promote open communication – asking questions

Section Two

Information for Staff





- Initial assessment / Post evaluation
- Role and contractual entitlements
- Being aware of your legal rights
- Practical information (weather, local food shopping and housing)
- Financial advice and support
- Childcare Support
- The English language
- Domestic abuse
- Wellbeing Support

Understanding Your Rights

- Basic employment rights in the UK
- Access to HR for concerns
- Workplace safety procedures
- Understanding visa and benefits eligibility
- Sponsors and sponsorship
- Being aware of exploitation and what to do about it (Gov.uk)

Financial Support

- Bank accounts and Savings
- Financial advice
- Debt and debt management

**Childcare &
Childcare
Support**

- Childcare in the UK – acceptable practices
- What is available out there?
- Registered childminders
- Childcare access & eligibility
- Support available

Improving English Communication

- Supporting English language development
- ESOL courses and workshops
- Encourage daily practice
- Use language apps and local groups



Person-Centered Care

- Delivering care focused on individual needs
- Principles of person-centered care
- Cultural sensitivity in care provision
- Effective communication in care



Everyday Practical Skills

- Helping employees adapt to daily living in the UK
- Using household appliances (dishwasher, kettle)
- Cooking basic UK meals (e.g., bacon, tea)
- Driving skills and UK road safety

Personal and Professional Development

- Opportunities for career progression
- Completing the Care Certificate
- Improving English proficiency
- Further training opportunities, if any



Overcoming Challenges and Building Success

- Strategies for overcoming integration challenges
- Address cultural misunderstandings
- Continuous support and feedback
- Showcase success stories



Action Plan and Implementation

- Steps to apply the toolkit effectively
- Employers: adopt toolkit strategies
- Employees: engage with available resources
- Set a timeline for integration activities

Key takeaways from the Cultural Integration Toolkit

Integration benefits everyone in care

Mutual effort fosters success

Improved retention in Care



Any Questions?



Contact us

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