

THE WEEKLY ROUNDUP



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SAFER RECRUITMENT TOOLKIT



Our toolkits support providers to deliver excellent care with the right people in place

DOWNLOAD TODAY for best practice in Safer Recruitment

WWW.INSPIREDTOCARE.CO.UK/MEMBERS-AREA/OVERSEAS-RECRUITMENT-TOOLKIT



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[Leicestershire care forums](https://resources.leicestershire.gov.uk/adult-social-care-and-health/communication-and-engagement/provider-teleconferences)

Information available at link below:

<https://resources.leicestershire.gov.uk/adult-social-care-and-health/communication-and-engagement/provider-teleconferences>

**FREE
WEBINAR**



Employment Law 2025 Navigating the Changes

Tuesday 25 March 2025 10am - 11.30am

Join us at our upcoming conference where we will be looking at key changes in employment law that will be taking effect from 1 April 2025.

This session will be hosted by Sonia Rai from Nectar HR, who will guide us through the latest employment law updates including National Insurance (NI) changes and what they mean for the adult social care sector.

This is a valuable opportunity to gain insights into the upcoming legal landscape and ensure your organisation is fully prepared.

There will also be time for questions and answers.

Reserve your place today at:

<https://www.eventbrite.co.uk/e/employment-law-2025-navigating-the-changes-tickets-1252724876829?aff=oddtcreator>



Leicestershire Partnership NHS Trust

The Care Home Team are carrying out a survey to establish the training needs of care home team members in Leicester, Leicestershire and Rutland.

Please do encourage care home managers, leads and skill mix colleagues to share their views.

**Scan the bar code and
complete no later than
Friday 18 March 2025**



**WE'RE
LISTENING**

Care Home Training Survey



RECRUITMENT & RETENTION

Managing Challenges Well

At Midlands Care, recruitment and retention are seen as 2 sides of the same coin.

HR work hard to recruit the best people and this is combined with robust systems and support to ensure that new team members are invested in, and compelled to stay.

Our 3 Top Tips

1. PRIORITISE WELLBEING

Wellbeing shouldn't be taken lightly and you must ensure that colleagues are happy and healthy in themselves first.

We prioritise regular welfare meetings and informal catch ups, encouraging close relationships with line managers. We also provide an Employee Assistance Programme which can be used 24/7 to access free advice and support.

2. LISTEN TO COLLEAGUES & ACT ON FEEDBACK

Good communication is an essential cornerstone of effective recruitment and retention.

Enable open discussion by providing continual opportunities for feedback - through regular staff meetings, anonymous feedback forms and offering a quarterly employee satisfaction survey.

3. PROVIDE GROWTH OPPORTUNITIES & MENTORSHIP

Colleagues need to feel valued and listened to, and that you are willing to invest in them and their progression.

This will encourage a real sense of pride and encourage them to keep improving.

Guidance on training opportunities is available and we host an annual awards ceremony to highlight success and progression throughout the year.



CULTURAL INTEGRATION TOOLKIT

International Recruitment for Care in the East Midlands recently hosted a webinar on how to better support Employers and Employees for seamless integration. Topics covered:

Information for employers

- Structured onboarding
- Clarifying role and contracts
- Fostering teamwork & inclusion

Information for employees

- Understanding your rights
- Financial support
- Childcare & childcare support
- Improving English communication
- Everyday practical skills

Find the slides at:

<https://www.inspiredtocare.co.uk/news>

CONTACT

e: info@eastmidscare.co.uk

w: www.eastmidscare.co.uk





FEBRUARY SCHOOL EVENTS

Mock Interviews with The City Of Leicester

Year 11 students (ages 15 - 16)

Downing Drive, Leicester LE5 6LN

Tuesday 25 February | 8:30am - 1:00pm

What's My Job with Ratcliffe College

Year 8 students (ages 12 - 13)

Fosse Way, Ratcliffe on the Wreake, Leicester LE7 4SG

Wednesday 26 February | 1:45pm - 3:30pm

To book your place, email events@leics-ebc.org.uk
or call 0116 240 7000.



BECOME A SPONSOR

Care Professional of the Year Awards 2025

Friday 19 September 2025

Inspired to Care are seeking sponsors for our Care Professional of the Year Awards 2025.

We have 2 sponsorship levels available:

GENERAL CATEGORY: £200

- A dedicated page in the event programme
- Featuring in our social media posts about the awards
- Prominent placement on our website's homepage
- Photo opportunities at the event
- Two free tickets to attend the ceremony
- Two featured adverts a year in our weekly bulletin

MAIN CATEGORY: £500

As for the General Category, PLUS:

- Four featured adverts in our weekly bulletin
- A year long, non endorsed advert on our website
- If applicable, the opportunity to feature in one of our topic conferences:
 - To educate & inform our audience
 - Promote your services, with many sponsors offering discounts to our members

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If you would like to submit an article in our newsletter please submit an article of no more than 300 words. The criteria for an article is that it be something that benefits the adult social care workforce. It could be good practice, hints and tips or something to support staff's wellbeing for example. Please submit your article by any Thursday noon.

Please note that only sponsors of our Care Professional of the Year Awards will be allowed to advertise in this newsletter.

Please submit articles to inspiredtocare@leics.gov.uk



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RECRUITMATCH



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Your journey to a career in social care

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