



**We hope this edition of our newsletter finds you and your team well.**

This month, following Stress Awareness Month and with Mental Health Awareness Week in full swing, we've been reflecting on the deeper impact of staff wellbeing. Not just on individuals, but on teams, culture, and organisations as a whole. At the heart of it all is a simple truth: when people feel genuinely valued, everything changes.







## Honouring Nurses: The Beating Heart of Healthcare

On Monday, we marked **International Nurses Day (12 May)** a moment to pause, reflect, and celebrate the **skill, dedication, and compassion** nurses bring to their work every single day.

If you're fortunate enough to have nurses in your team, **small acts of appreciation**, like a handwritten thank you note or a meaningful recognition scheme, can go a long way.



But most importantly, we must listen to what nurses are really telling us they need from their employers:

-  **Fair, transparent pay**
-  **Flexible rotas and better work-life balance**
-  **Kind, values-based leadership**
-  **Opportunities for growth and career development**
-  **A culture where wellbeing is prioritised, not performative**
-  **Safe staffing levels and manageable workloads**

In our conversations with nurses, one message comes through loud and clear: They're looking for **more than a payslip**. They want to feel **valued, safe, and supported**.



## **Mental Health Awareness Week: Why Community Matters**

This Mental Health Awareness Week (13–19 May), the theme is *community*, a word that resonates deeply within the care sector. A strong sense of community helps us face challenges together, support one another through demanding times, and ensure no one feels alone in their role.

There are some lovely events ongoing in the South West to build vital community spirit and boost mental health.

[Dorset](#)

[Bristol](#)

[Somerset](#)

[Devon](#)

[Cornwall](#)

Consider what you're doing to nurture a workplace culture that protects mental health:

- ✓ Do staff feel safe asking for support?
- ✓ Are managers trained to notice signs of burnout?
- ✓ Are self-care and rest encouraged, not penalised?

### **Bridging the Gap in Social Care Starts with Valuing People**

There are currently over 130,000 vacancies in the UK social care sector, a rate nearly three times higher than the national average. As international recruitment declines, fewer overseas workers are stepping into these

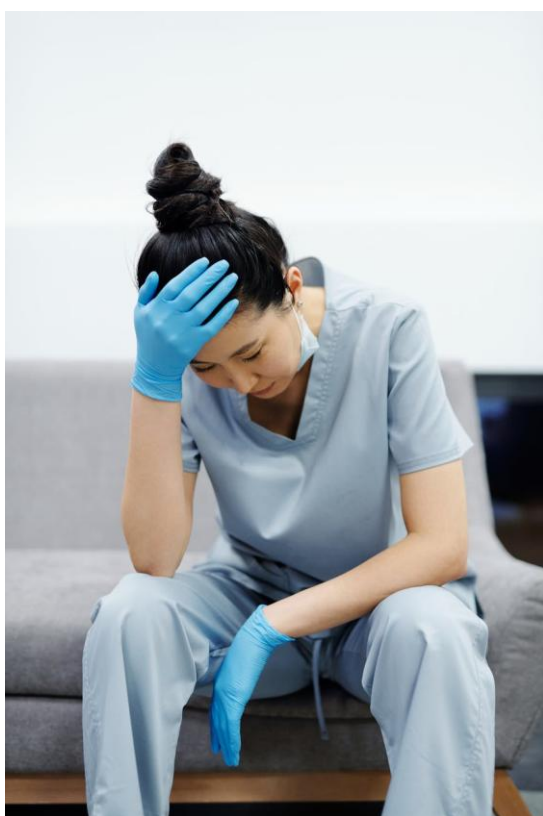


essential roles, creating deep and growing gaps in care provision.

This ongoing shortage places immense strain on an already overstretched workforce. At a time like this, retaining staff, supporting their wellbeing, and nurturing morale isn't just a priority, it's essential to the future of care.

If you're looking for a helpful place to start or a moment to refocus, this guide offers practical, compassionate steps to build on the good work already happening:

👉 [Top tips for retention – Local Government Association](#)



**Stress Awareness Month may have passed, but stress doesn't follow a calendar.**

**👜 Tips to support your team:**

- Normalise conversations about stress and emotional health
- Offer reflective supervision or mental health check-ins
- Provide access to confidential resources or EAPs
- Train managers in stress awareness and compassionate leadership
- See HSE Working together to reduce stress at work guide [here](#).

We know that running a business comes with challenges, especially when it comes to HR, employment law, and health & safety.



That's why we're working with **Croner**, one of the UK's most trusted advisory services for businesses.

If you know a business that could benefit from confidential advice or support, we'd be happy to introduce them to Croner for a free consultation.

🧠 Get guidance on:

- Managing staff and contracts
- Keeping compliant with regulations
- Handling tricky employee issues

💬 Just reply to this email or send us their details—we'll make the introduction and Croner will take it from there.

🇬🇧 **We'd love to hear from you:** What have you found to be most effective in supporting your team's mental health and managing stress?

💡 **Thought for the month:**

"Effective recruitment isn't just about filling a post — it's about finding someone who belongs in your community."

✦ **Further reading:**

👉 [How Values-Based Hiring can strengthen your team](#)

👉 [Mental Health Foundation: The Power of Community](#)

**Not sure if your hiring strategy is working?**

Book a free consultation with our team and we will provide a free analysis of the market to help guide you.

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.*