



**Welcome back to another edition of our newsletter. We hope it finds you and your team well.**

Already this month, we've seen many workplaces embracing **brilliant initiatives** to celebrate and show solidarity with the LGBTQIA+ community. When done with **care and authenticity**, these actions do more than tick a box, they send a **powerful message**.

When existing or potential staff see their employer visibly and genuinely supporting inclusion, it can be **deeply empowering**. It gives people permission to be open, not just about sexuality or identity, but about their **whole selves**. It says: **You belong here. All of you.**

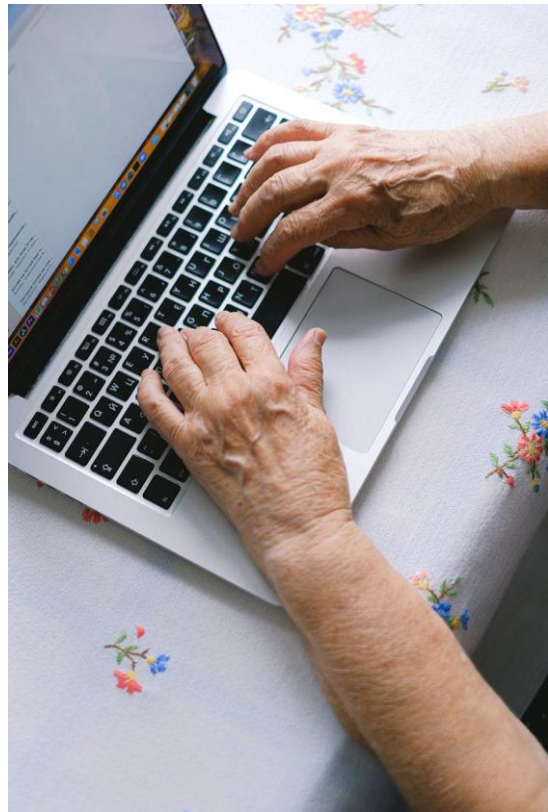
And that matters. Research shows that when employees feel they can be their **authentic selves** at work, they are **32% more likely to be engaged** and **42% less likely to say they intend to leave** (Deloitte, 2020).

So this Pride, let's remember: it's about more than **rainbow flags**. It's about building workplaces where everyone feels **safe, seen, and supported**, every month of the year.

**Age Without Limits Day** was on the 11th of June — a perfect reminder of the incredible value staff of all ages bring to the workplace.

Embracing age diversity not only enriches your team with a wide range of skills and experiences but also promotes an inclusive culture where everyone feels valued.

It's important to ensure your recruitment practices are truly inclusive, welcoming candidates regardless of age, and to continue supporting all employees throughout their careers.



**Tackling ageism helps build stronger, more resilient organisations where talent thrives at every stage of life.**

**Here are some recruitment tips to help make your process more age-inclusive:**

- Use inclusive language in job adverts that avoids age-specific terms or stereotypes.
- Focus on skills and experience rather than age or years since qualification.
- Promote flexible working options to appeal to a wider range of candidates.
- Provide clear information about career development opportunities for all ages.
- Train hiring managers to recognise and challenge unconscious bias, including age bias.

- Highlight your organisation's commitment to diversity and inclusion in recruitment materials

This [enlightening paper](#) gives an overview of the harm that ageism causes to both individuals and society.



**Registered Managers, Quality & Compliance Leads – Don't miss this free online webinar!**

Learn how to **manage risk** and meet CQC expectations in this practical session from Skills for Care in partnership with The Outstanding Society.

**Thursday 26 June**

**10:00 – 11:00**

**Zoom**

Hear from sector leaders and Outstanding-rated providers as they share real-world strategies for:

- ✓ Supporting people with fluctuating capacity
- ✓ Respecting unwise decisions
- ✓ Involving people in risk decisions
- ✓ Managing risky behaviours with confidence

[Register now](#) and strengthen your approach to safe, person-centred care

## Should You Rehire a Former Employee?

When a valued employee decides to leave, it can be a challenging moment for any team. Equally complex is the decision of whether to welcome them back if they later express a desire to return.



It's natural to feel hesitant. One of the main concerns is loyalty — if they left once in search of a “better job,” what's to stop them from doing it again? This fear is rooted in a traditional, fear-based management mindset: one where employees are made to feel that leaving is a betrayal, and returning is discouraged.

But the modern job market tells a different story. Today, career exploration is the norm. Employees often leave not out of disloyalty, but to grow, learn, and test new opportunities. Sometimes, that journey brings them back — not because they failed elsewhere, but because they've recognised the unique value your organisation offers.

Rehiring a former employee can send a powerful, positive message. It shows that your organisation values people as individuals, supports growth, and believes in second chances. It also fosters a culture of openness and trust — one where employees feel safe making career decisions without fear of burning bridges.

Rather than react with fear or resentment when someone resigns, consider a different approach: congratulate them, wish them well, and leave the door open. You might say something like, *“There are many exciting opportunities out there — go explore them. And if you ever want to return and we have the right role, we'd love to have you back.”*

Ultimately, the decision to rehire should be guided by the individual's past contributions and their potential future value. If they were a great team member, and now return with fresh perspective and renewed appreciation, welcoming them back could be a win for everyone — and a testament to a truly progressive workplace culture.



## Have you been listening to Skills for Care's latest [podcast series](#)?

Utilising others' real-life experiences and expert advice to help you navigate the realities of managing in adult social care can be a powerful form of CPD.

**NEW** Topics in Series 5 include:

- ✓ Leading culture change & preparing for CQC inspections
- ✓ Supporting neurodivergent staff
- ✓ Creating career pathways for your team
- ✓ Connecting with your community
- ✓ Learning from Outstanding-rated services

### Staff Training

Investing in training for staff should be a core part of any **recruitment** and **retention strategy**.

**Quality training** not only equips employees with the skills they need to perform their roles effectively, but also shows that an organisation **values** their **development**.



This boosts **morale**, enhances job **satisfaction**, and fosters **loyalty**—making staff more likely to stay long-term.

Moreover, a **well-trained** workforce improves overall **service quality**, which strengthens your organisation's reputation and attracts **top talent**.


In a competitive job market, offering clear pathways for growth and progression through training can be the deciding factor for candidates choosing where to work.

We understand that costs can be a concern, but there are many **funding options** available to support staff training. In fact, the **long-term savings** often outweigh the initial investment.

Well-trained staff are more efficient, make fewer mistakes, and are more likely to stay—reducing costly turnover and recruitment expenses. Investing in training not only improves the **quality of care** but also helps build a **stable, motivated, and skilled** workforce.

One such funding opportunity is the **Adult Social Care Learning and Development Support Scheme (LDSS)**, administered by the Department of Health and Social Care.

<https://www.gov.uk/government/collections/adult-social-care-learning-and-development-support-scheme>

 **We'd love to hear from you:** What outcomes have you seen as a result of implementing inclusive recruitment or workplace strategies?

 **Thought for the month:**

"Real strength in care teams comes from diverse experiences, shared values, and inclusive leadership."

 **Further reading:**

 [NHS: Supporting Male Staff's Health](#)

 [Reasonable adjustments: how to get them right](#)

**Need support finding the right people?**

Let's take the stress out of hiring — get in touch today to see how we can help.

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.*