

Welcome back to another edition of our newsletter. We hope it finds you well.

This month, we've seen many workplaces embracing brilliant initiatives to celebrate and show solidarity with the LGBTQIA+ community.

Pride isn't just about identity; it's about the freedom to show up as your *whole self* at work. That freedom fosters confidence, connection, and community.

And it matters. Research shows that when people feel safe to be their authentic selves at work, they're more engaged, more fulfilled, and more likely to stay (Deloitte, 2020).

How to support LGBTQIA+ colleagues:

- Listen and Learn Stay open, curious, and respectful.
- Use Inclusive Language Names and pronouns matter.
- **Speak Up** Don't ignore bias or inappropriate comments.
- **Show Up** Attend events, wear a badge, share resources.
- **Be Kind** A check-in or small gesture goes a long way.

If you're a member of the LGBTQIA+ community you deserve to be in a workplace where you feel safe, seen, and supported. Not just this month, but every month.

Challenging Ageism: Why It Matters More Than Ever

This month was Age Without Limits Day, reminding us ageism isn't just a social issue — it's a barrier to fairness, wellbeing, and inclusion.



When we make assumptions based on age, we limit people's opportunities, erode their confidence, and overlook the value of experience. And the ripple effects reach far beyond individuals — harming workplace culture, productivity, and even public health.

To create truly inclusive environments, we need to understand the real impacts of ageism — and commit to addressing them.

This insightful paper from the Centre for Ageing Better explores the many ways ageism shows up in our society and the damage it can do:

Ageism: What's the Harm?

It's a powerful reminder that creating fairer, kinder workplaces means recognising and valuing people at every stage of life, ensuring no one is excluded, dismissed, or underestimated because of their age.



Want to Grow in Your Career? Here's What to Ask Your Employer

If you're working in adult social care and looking to grow in your role or gain new qualifications, it's important to understand what support is available—and what you can ask your employer for.

Start the conversation by asking:

Is there a training or development policy?

Can the organisation fund a qualification, CPD, or a short course?

Are there any apprenticeship programmes available to current staff?

Do we make use of any government funding schemes to support staff training?

Government funding schemes and local colleges may offer free or low-cost courses that employers can use to upskill staff—so it's worth asking what partnerships or support your workplace already has in place.

Apprenticeships – A Hands-On Way to Learn

Apprenticeships aren't just for school leavers—they're ideal for people already working in care who want to upskill.

In adult social care, many apprentices are existing staff members who take on an apprenticeship to gain a qualification while continuing in their current role. It's a practical, hands-on way to learn, combining real-life work experience with structured learning.

Available roles include:

Adult Care Worker (Level 2)

Lead Adult Care Worker (Level 3)

Lead Practitioner or Registered Manager (Level 4/5)

Apprenticeships are often **fully funded** by the government and/or employer, and many staff continue to receive their usual wage while completing them.

Government Support That May Apply to You

Adult Social Care Learning and Development Support Scheme (LDSS)

Funding for employers to support training in adult social care.



Advanced Learner Loan

If you're 19+ and taking a Level 3+ course, this loan covers the cost of training with no upfront fees. You only repay once you're earning over £27,295/year.

Check eligibility

✓ Free Courses for Jobs

If you're 19 or older and don't already have a Level 3 qualification, or earn less than £18,525/year, you may be able to study certain qualifications for free.

Why It's Worth Exploring:

Gain recognised qualifications

Build confidence and boost your career prospects

Stay up to date with best practices in social care

Access fully funded or low-cost training options

Whether you're just starting out or aiming for a leadership role, there are many ways to build your skills—often with little or no cost. Start by talking to your manager or training lead and see what's possible.

Access Funded Childcare and Support Your Career

If you're a working parent, you may be entitled to 30 hours of funded childcare per week for young children. This can help you balance work and family life, and free up time for training, study, or career progression.



Apply for your childcare code by 31 August to start using your 30 hours from September.

When to Apply for Funding Based on Your Child's Age:

If your child turns 9 months between 1 January – 31 March

You can access 30 hours from Term starting on or after 1 April

Apply by **31 March**

If your child turns 9 months between 1 April – 31 August

You can access 30 hours from Term starting on or after 1 September

Apply By **31 August**

If your child turns 9 months between 1 September – 31 December

You can access 30 hours from Term starting on or after 1 January

Apply By **31 December**

You will need to have found a registered childcare provider such as a childminder or a nursery well in advance to secure a place.

☐ Also good to know:

You can also check whether you're eligible for help with **childcare for older children**, including:

Before and after school clubs

Holiday care during school breaks

It's all on the same website:

www.childcarechoices.gov.uk



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.

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

Listen <u>here</u>



Registered Mental Health Nurse / Registered Nurse (Dementia Focus)

🖁 Burnham-on-Sea, Somerset | 💷 £21 per hour | 🕒 12-hour shifts

Join a newly opened, beautifully refurbished Victorian care home offering personalised, outcome-focused care in a 22-bedroom, dementia-friendly setting.

Owned by an established care company run by experienced mental health nurses, this home blends professional excellence with a warm, supportive environment.

You'll be part of a small, friendly team delivering high-quality care, with access to spacious communal areas and tranquil gardens.

<u> ∕⊋ Apply today to make a real difference</u>

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.