

Welcome back to another edition of our newsletter — and just like that, we've reached the end of another month already.

Are you a parent at the start of the six-week school holidays?

It can be a wonderful time to cherish—but let's be honest, it's not always easy.

Balancing work, childcare, finances, and expectations (both your own and everyone else's) can feel like a lot. The pressure to keep everyone happy and entertained feels intense, but it doesn't have to be elaborate or expensive.

What children remember most isn't the money spent, it's the memories made. Whether it's baking together and having a picnic, reading stories in a homemade tent, or simply slowing down, these small moments become part of the magic of childhood.

And if your little ones are in childcare or spending time with family while you work, that's part of their summer story too. They'll be having fun, feeling safe, and making memories of their own. That's something to feel good about.

Here are a few helpful resources to ease the pressure this summer:

1 42 places where kids eat free or for £1

Find family-friendly spots across the UK where mealtimes don't have to stretch the

budget:

https://www.netmums.com/activities/activity-ideas/places-to-go/42-places-kids-eat-free-or-for-1-during-the-summer-holidays-2025-including-subway-prezzo-tgi-fridays-and-bella-italia

Free and low-cost learning ideas for the holidays

Keep little minds curious and boredom at bay with fun, affordable activities: https://www.moneysavingexpert.com/deals/deals-hunter/2025/07/kids-learn-summer/

Cheap and free days out across the UK

Discover inspiring, budget-friendly outings to enjoy together: https://www.moneysavingexpert.com/deals/cheap-days-out/

Check if you're eligible for free childcare while working

Support your family with government childcare schemes designed to ease the load: https://www.gov.uk/free-childcare-if-working/check-youre-eligible

→ Remember, you don't need to do it all. Small moments matter. You've got this.

Understanding Conflict and Bullying at Work: What Employees Need to Know

Conflict at work is far too common — and too often, it goes unresolved.

According to this CIPD report on Managing conflict in the workplace, while 81% of employers feel confident handling conflict, only 36% of employees say the conflicts they faced were fully resolved. This gap reveals a disconnect many of us may recognise in our day-to-day working lives.



Why does this happen?

Many employers lean on formal processes that feel slow, legalistic, and impersonal—leaving people unheard.

While early, informal approaches can resolve issues more quickly and supportively, only a third of organisations use them.

Line managers are key to resolving conflict, but nearly half of employers say managers can also cause it—rising to over 60% in the public sector. There's a clear gap between policy and lived experience.

On top of conflict, workplace bullying remains a quiet, often hidden struggle for many. The BBC Ideas video "Am I being bullied at work?" is a powerful reminder that bullying isn't always loud or obvious.

It can be subtle: being excluded, undermined, overworked, or constantly criticised. These behaviours erode confidence, wellbeing, and trust.

If this feels familiar, know you're not "too sensitive." Psychological harm is real, and you deserve to feel safe and respected at work.

Here are some gentle steps if you're facing bullying or conflict:

- Keep a record of incidents
- Talk to someone you trust
- Set boundaries where you can
- Escalate formally if needed
- Prioritise your mental health

No one should have to shrink themselves just to get through the day. Let's keep building workplaces where people feel seen, supported, and safe to be themselves.



Enhance Your Nursing Practice: Accountability & Delegation Webinar

The Royal College of Nursing (RCN) is hosting an online webinar on Tuesday, 12 August 2025, from 9:30 AM to 12:30 PM, open to registered nurses, healthcare support workers, and preregistration nursing students across the UK.

This webinar offers 3 CPD hours and can contribute towards participatory learning for NMC revalidation.

The session will be held via Microsoft Teams, with a joining link emailed 24–48 hours before the event.

Book online by Tuesday, 5 August 2025.

Support for Employees Facing Cancer

If you or someone you know is balancing cancer and work, you're not alone. Working With Cancer is a UK organisation offering guidance and coaching to help employees navigate this challenge with confidence and care.



Explore their support at <u>workingwithcancer.co.uk</u>. Remember, seeking help is a sign of strength—and kindness at work makes all the difference.



Starting a New Role? It's Okay to Feel Out of Place at First

Starting a new job can bring a mix of excitement and uncertainty. Even the most experienced professionals sometimes feel overwhelmed in those early days — especially in health and social care, where each environment has its own unique culture, pace, and expectations.

If you're finding the adjustment tougher than you expected, please know you're not alone. It's completely normal to feel a little out of place as you find your footing.

Here are some common challenges many face, along with gentle tips to help you settle in more comfortably:

1. Navigating the "Unwritten Rules"

Every team has its own rhythm and way of doing things, often unspoken and learned over time. *Tip:* Take your time to observe and ask questions. It's okay to say, "Could you show me how this is usually done here?"—curiosity is a strength, not a weakness.

2. Finding Your Voice

It can feel daunting to speak up when you're still new.

Tip: Begin small. Offer to help, share an idea, or ask for feedback. These little steps build confidence and connection.

3. Aligning with Values

Sometimes the stated values feel different or unclear in practice.

Tip: Stay grounded in your own commitment to compassionate, person-centred care. Your authenticity shines through even when systems aren't perfect.

4. Managing Expectations and Self-Doubt

You might expect to "hit the ground running" but instead feel unsure or wobbly — imposter syndrome is common.

Tip: Remember, confidence grows from consistency, not from trying to be perfect on day one. Allow yourself the grace to learn and grow.

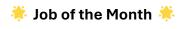
At Osa Specialist Recruitment, we remind all our candidates: It's okay to be new. It's okay to take your time. And it's okay to ask for support. The strongest teams thrive on openness and kindness, not pressure.

If you've recently started a new role and would like someone to listen or offer guidance, we're here for you.

Let's Talk About Menopause at Work
Join Acas on Wednesday, 13 August
2025, 10:00–11:00 AM BST for an
important webinar
exploring menopause in the workplace.
Learn about its impact, legal
responsibilities, and how managers
can offer meaningful support.

Register here: <u>Let's Talk About</u> Menopause Webinar





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📍 Support Worker| 💷 £12.50 per hour | 🕒 Full & Part Time available.

Join a compassionate team dedicated to creating safe, nurturing homes for young people aged 10–18 who have experienced trauma, adversity, and emotional challenges. Many of the young people we support have social, emotional, or mental

health needs (SEMHD), and some may have diagnoses such as ADHD, Autism Spectrum Disorder (ASD), or mild learning disabilities.

Here, every young person is seen as an individual, with personalised support plans that evolve around their unique needs.

Their trauma-informed approach focuses on mental health, emotional wellbeing, and building trusting, family-like relationships, whether that means maintaining family links, supporting education, or simply being a steady, caring presence.

(Apply today to make a real difference

Further reading/watching:

<u>boosting your visibility, credibility, and impact to advance your career.</u>

Fead about how to maintain your own wellbeing while supporting someone with dementia who has challenging behaviours.

Thought for the month:

Work makes up approximately a third of your life — make sure what you do fulfils you.

♥ We'd love to hear from you:

What helps you feel comfortable and respected working with others?

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.