



I hope you've been keeping well and enjoying the start of November.

This time of year is always a good moment to pause and reflect on the year so far. It gives us a chance to celebrate what's gone well, acknowledge the challenges we've faced, and start thinking about priorities for the year ahead, all before the whirlwind of December takes over.

It's also a great opportunity to involve your team in these reflections.

Encouraging colleagues to share their ideas, offer feedback, and discuss upcoming changes not only helps generate fresh perspectives but also builds a sense of ownership and alignment. Many people find the idea of a new year energising, and talking through plans early can make transitions smoother, helping everyone feel confident and prepared.

Taking the time now to reflect, plan, and engage the team helps ensure that objectives are clear, any changes are well-understood, and the organisation is positioned for a strong and positive start to the year ahead.

A Word from Our Founder and Director, Louise

As I reflect on another busy few months in healthcare recruitment, I always consider why I founded Osa in the first place — to do recruitment differently.

When I first started Osa Specialist Recruitment, my vision was simple: to build a permanent recruitment partner that truly understands the people, not just the process. I'd seen first-hand how impersonal recruitment could be — the rushed and unconsidered placements, the processes on repeat as each hire fails, the chaos caused in services with constant change. I wanted to change that.



Recruitment in Healthcare cannot be lacklustre, at the end of every placement is a patient, service user or vulnerable person relying on us to get it right.

Our work is, and always has been, rooted in values. We believe that success in healthcare recruitment isn't just about filling vacancies — it's about understanding the heart of a service, the people it supports, and the culture that makes it thrive. That means spending time with our clients, listening carefully, and getting to know the “why” of each service and its team.

This approach takes more effort. It means saying no to quick wins and short-term fixes. But it also means that when we do place someone, they stay, they grow, and they make a difference. Many of our most meaningful partnerships have come from organisations who came to us after several failed attempts with other agencies. They were tired of repeating the same process and getting the same results. By stepping back and doing things properly — mapping their service, reviewing their recruitment journey, and aligning their values with ours — we helped them find not just a candidate, but the right person.

I feel the most reward when I watch these relationships grow. We have a number of long term partnerships that have gone from strength to strength and we have been in a privileged position to support their growth. That's the real measure of success for us — not how many placements we make, but how many teams we help to build that last.

As we continue to grow, our commitment remains the same: to work collaboratively, to lead with integrity, and to champion the values that make the health and social care sector so special — compassion, respect, and a genuine belief in people’s potential.

To all of our existing clients, thank you for trusting us as your recruitment partner. Whether we’ve worked together for years or have only just met, please know that every introduction, every placement, and every conversation matters to us, and to anyone we haven’t been lucky enough to work with yet, should you wish to discuss how we may be able to support you please contact me on Louise@osarecruitment.co.uk.

Warm regards,

Louise Jarrett

Founder & Director

Osa Specialist Recruitment - Building better teams, one placement at a time



Is your team doing anything to mark **November** or **International Men’s Day** this month?

Did you know that one in five men die before retirement, 40% only see a doctor when they believe something is seriously wrong, four in five suicides are by men, and men are less likely than women to seek psychological support?

November provides a valuable opportunity to spark meaningful conversations about men’s health and wellbeing in the workplace. Simple actions, such as hosting awareness sessions, promoting health checks, or running light-hearted fundraising activities, can make a real difference.

[Here are some great ideas to help teams get involved.](#)

Upcoming event for South West care providers: “How to make the most of it!”

If you’re a small or medium employer in the South West, Skills for Care’s upcoming event could be a valuable



opportunity to connect, learn and plan ahead.

This interactive online session will explore how to:

- Develop and retain your workforce through effective training and qualifications
- Plan for your future workforce needs
- Diversify your business and build sustainability
- Share your views with the Department of Health and Social Care on the Fair Pay Agreement

You'll also hear from guest speakers, take part in discussions, and gain insight into practical tools that can support your organisation's growth and resilience.

 **Thursday 20 November 2025**

 **10:00–13:00 (Online)**

Find out more and register here:

 [Skills for Care – How to make the most of it!](#)



Free Webinar for Residential Childcare Providers: Understanding Resilience

Supporting children and young people in residential care can be both rewarding and challenging. The impact of these experiences is often felt across the care team.

bMindful Psychology is hosting a free webinar,

What Impacts Young People, Impacts the Team (Understanding Resilience)

Date & Time: Monday 24 November 2025, 16:00 GMT

Location: Online

Topics covered:

- Identifying and understanding secondary trauma within your team
- Exploring how this trauma can affect the children and young people in your care
- Practical strategies to improve resilience and support staff well-being

Through interactive sessions and insightful discussion, this webinar will equip your team with tools to foster resilience, collaboration, and a supportive

environment for both staff and young people.

 **Register here:**

[Eventbrite – bMindful Psychology Webinar](#)

Honouring Transgender Awareness Week

Each year, people and organisations across the country observe Transgender Awareness Week, a time to increase understanding, visibility, and support for transgender and non-binary individuals. It's an opportunity to listen, learn, reflect, and celebrate the courage and resilience of the community.



The week leads into Transgender Day of Remembrance on 20 November, a solemn day to honour those lost to anti-transgender violence.

Research from the charity Stonewall found that over half (51%) of trans people have hidden their identity at work due to fear of discrimination.

Employers can make a real difference by learning how to support transgender and non-binary staff.

[Read more about practical ways to support employees who are transitioning here.](#)



Navigating Crisis in Care – Strategies for Providers

Care providers face challenges every day — from operational risks to reputational pressures.

Croner's upcoming free webinar offers practical guidance to help you respond effectively, protect your service, and maintain confidence in care delivery.

What you'll learn:

- Strategies for proactive and reactive management of care challenges
- How to minimise reputational damage
- Techniques to improve quality of care
- Practical approaches to maintain confidence in your service

 **Wednesday 19 November 2025**

 13:00 GMT

 Online

Reserve your place here:

 [Register for the Croner Webinar](#)

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 **We'd love to hear from you:** With World Kindness Day approaching, we're curious to hear how your organisation fosters kindness and empathy at work. What initiatives, practices, or even small everyday actions have had a meaningful impact on your team's wellbeing?

 **Thought for the month:** As November brings both World Kindness Day and Anti-Bullying Week, we are seeing a growing focus on the connection between the two. When we think about bullying, we often picture the obvious—harsh words, exclusion, or intimidation—but bullying can also be far more subtle. It can take the form of small, repeated behaviours: dismissive comments, ignoring someone's contributions, microaggressions, overloading someone, minimising feelings, or a culture where unkindness is tolerated. These quieter forms of harm can be just as damaging over time, gradually eroding confidence, wellbeing, and trust.

Kindness isn't only an antidote to bullying; it is a proactive strategy for wellbeing, connection, and trust. Workplaces that prioritise empathy, understanding, and respect become environments where bullying, in any form, finds less space to take root. People feel safer speaking up, and unintentional behaviours that may make others feel undermined are more easily addressed.

Fostering a culture of kindness goes beyond telling people to "be nice." It involves modelling compassion, nurturing emotional intelligence, encouraging active listening, and promoting collaborative problem-solving. Over time, these practices create a culture that naturally resists bullying and supports everyone's growth and wellbeing.

 **Further reading/watching:**

 [Flexible Working Requests: ACAS webinar looking at Case Studies and the Law.](#)

 [Free Croner webinar: Exploring your legal duty to manage stress in the workplace](#)

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.



[Our Website](#)