



We've now entered the spring months and are enjoying the lighter days ahead. We hope you and your teams have been continuing to have a successful start to the year.

Last month, we spoke about the upcoming changes to employment law, and over the past few weeks we've been supporting our clients to prepare for these changes. It's encouraging to see so many organisations taking proactive steps to ensure their **recruitment remains competitive**.

But recruitment alone isn't enough, **retention is a vital part of any effective recruitment strategy**. Research shows that happy, engaged employees are far more likely to stay with an organisation, boosting continuity, productivity, and overall workplace morale.

Next Friday is **International Day of Happiness**, a timely reminder of the value of fostering positivity and wellbeing at work. Small, thoughtful actions that make colleagues feel seen and supported can have a real impact, helping teams stay motivated, resilient, and committed. Why not use the day as an opportunity to **celebrate your teams and get a sense of workplace satisfaction**? Even a simple conversation, activity, or check-in can provide valuable insights and reinforce a culture where people feel valued.

Did you know that **work-related stress, depression, or anxiety accounted for around 52% of all work-related ill health in 2024/25**? With **Stress Awareness Month** approaching, it's a timely reminder to ensure the right measures are in



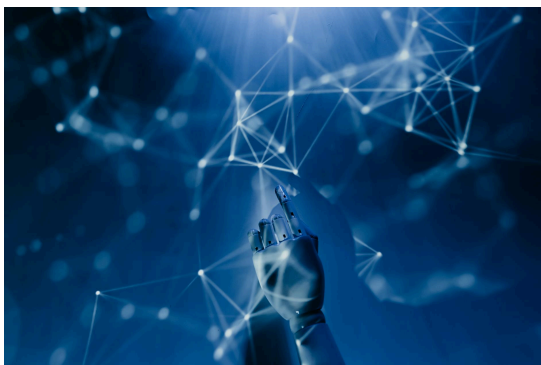
place to protect your team from stress and burnout.

Workplace stress is rarely about workload alone, it's often about **how work is experienced**. Many people manage high workloads effectively when factors like structure, clarity, pace, and available support suit their needs. Even smaller workloads can feel unmanageable if tasks are **fragmented, unclear, unpredictable, or overwhelming**.

Stress is a deeply personal experience and can be influenced by **workplace culture, poor work-life balance, financial worries, or pressures outside work**. Approaching it sensitively means recognising that everyone experiences pressures differently and creating **bespoke, practical, and compassionate ways for staff to manage workload and wellbeing**. It's important that resilience and wellbeing support is offered **alongside structural and practical measures**, so the responsibility does not fall solely on individuals.

When teams feel **seen, understood, and supported**, engagement, retention, and overall wellbeing improve. By responding to individual experiences of work and external pressures, organisations can **reduce stress, strengthen engagement, and foster a culture where people feel capable, valued, and able to thrive**.

A **workplace stress risk assessment** may be a good place to start. You can read more [here](#)



Artificial intelligence is shaping the way we work, communicate, and make decisions. Yet only around **30% of health and social care organisations currently use AI tools**, one of the lowest adoption rates across industries, even though most who do report benefits such as reduced workload and improved productivity.

Skills for Care's [AI and the Future of Social Work Summit](#) offers a day of insight, discussion, and practical exploration of how AI can support professionals while upholding the values, ethics, and human centred focus that lie at the heart of social work.

This summit is an opportunity to connect with peers, learn from thought leaders, and consider how technology can complement compassionate practice without replacing the relationships and judgement that are essential to high quality care.

## Navigating the Coroner's Court: A Mock Inquest for Care Providers

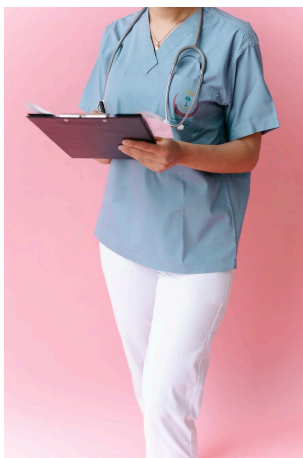
On Thursday 19 March 2026, **RWK Goodman** is hosting a mock inquest designed to help care providers understand what really happens when a case reaches the coroner's court.



This practical session is built to demystify that experience. Rather than a traditional lecture, participants will observe a live simulated inquest that walks through a realistic scenario. The focus is on showing how care decisions and organisational systems are assessed, and where important lessons are often learned. A dedicated Q and A session will also give attendees the opportunity to speak directly with legal specialists about the practical and strategic considerations that matter most for care services.

Understanding these processes can help organisations strengthen their documentation, support their teams and feel more confident navigating complex situations should they arise.

👉 [Register here: Navigating the Coroner's Court: A Mock Inquest for Care Providers](#)



Providing high-quality, compassionate care requires both knowledge and confidence. The **Delivering Outstanding Care Seminar**, hosted by Skills for Care, is designed to support care leaders, managers, and practitioners in strengthening their approach, sharing best practice, and exploring practical strategies that enhance care outcomes.

This full-day seminar on March 18th offers insight into building safe, person centred environments, meeting regulatory standards, and nurturing teams that feel supported, motivated, and valued. It's an opportunity to reflect, learn, and connect with others who share your commitment to excellence in care.

👉 [Register here](#)

There are two upcoming learning opportunities from **bmindful psychology** that may be worth sharing with your teams. Both offer practical insight that can support more inclusive, confident, and responsive day-to-day practice.



### **L2 Accredited Training: Therapeutic Skills for Trauma Informed Practice**

This Level 2 accredited session introduces therapeutic skills that strengthen trauma informed practice. It focuses on how trauma can influence behaviour and communication, and offers practical strategies staff can use in everyday interactions.

For care and support teams, building confidence in trauma informed approaches helps create safer, more compassionate environments for everyone.

👉 [L2 Accredited Training – Therapeutic Skills for Trauma Informed Practice](#)

### **Free Webinar: Understanding Dyslexia and Literacy Difficulties**

This free webinar explores what causes literacy difficulties and provides a clear understanding of dyslexia, including how to recognise some of the signs and dispel common myths. It also aims to support parents and caregivers in understanding whether further help might be needed and what practical steps can be taken to assist those struggling with literacy.

Sharing this session with your teams can improve awareness, encourage early support, and help create more inclusive environments where literacy challenges are understood and addressed thoughtfully.

👉 [Understanding Dyslexia and Literacy Difficulties](#)

Sharing opportunities like this with your teams can encourage ongoing learning and reflection, while reinforcing a culture that values inclusion, awareness and continuous development.



Skills for Care has produced clear, practical guidance on implementing the recent changes to the *Mental Health Act* in adult social care. This resource supports leaders and teams to navigate legislative updates with confidence, ensuring care is delivered safely, fairly, and with dignity.

By understanding and embedding these changes, organisations can strengthen their practice, promote the rights and wellbeing of the people they support, and foster a culture where staff feel equipped, supported, and valued.

👉 [Explore the guidance and next steps](#)

#### **We'd love to hear from you:**

In the UK, around **1 in 100 people** are diagnosed with autism. However, research suggests that **many autistic adults** have never received a formal diagnosis, meaning they may not have access to the understanding and workplace support that helps them thrive.

As April is **Autism Acceptance Month**, we'd love to hear how you currently support autistic colleagues, diagnosed or otherwise, to bring their full potential to the workplace and how your team could be better supported to implement **inclusive recruitment and retention practices** that help everyone succeed.

#### **Thought for the month:**

With **World Health Day** coming up next month, we've been reflecting on the employers we've worked with who make staff health and wellbeing a real priority. Evidence shows that organisations that invest in employee wellbeing see meaningful benefits: active wellbeing programmes can lead to up to **25% improvements in staff engagement and performance**, alongside reductions in **sick days by around 25–28%**.

Creating an environment where health is valued sends a powerful message: that people are seen, supported, and able to thrive. Encouraging teams to take part in thoughtful, practical initiatives helps build a culture where wellbeing is embedded into everyday working life, benefiting both employees and the wider organisation.

Some initiatives that have made a real difference include:

- Health insurance or enhanced occupational health support
- Flexible working arrangements that allow staff to balance life and work demands

- Regular mental health check-ins and access to counselling or employee assistance programmes
- Mindfulness, stress management, or resilience workshops
- Mentoring, peer support networks, or wellbeing champions to foster connection and guidance

Have you considered introducing any of these initiatives in your workplace? Consistent, meaningful programmes tailored to your team can make a real difference, boosting staff wellbeing, improving engagement, and strengthening overall workplace culture, while also contributing to productivity and reduced stress-related absence.

 **Further reading/watching:**

 [Managing grievances effectively](#)

 [Digital skills roundtable for adult social care leaders and managers](#)

Struggling to fill roles or keep up with demand?

We work with organisations like yours to streamline recruitment and connect you with qualified, committed professionals.

Let's talk about how we can support 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.*



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