



Hope you had a lovely Easter and are enjoying the April sunshine (with the occasional shower in true British fashion).

April is also the month when Skills for Care run their #CelebratingSocialCare campaign, and it's one we really value. It's a chance to shine a light on an industry we feel so passionate about, and to recognise the incredible dedication, compassion, and everyday impact of social care teams across the UK.

We always love seeing the stories that reflect just how brilliant this sector is, and the difference it makes in people's lives every single day.

Are your teams getting involved this year?

Work-related stress is now estimated to cost UK businesses up to £28 billion each year, once absence, reduced productivity, and staff turnover are taken into account. While that figure can feel daunting, it also highlights something important: employers have a real opportunity to make a meaningful difference to both their teams and their organisation.



Organisations are in a unique position to shape environments that not only reduce workplace stressors, but also acknowledge and support the wider pressures people may be carrying. When this support is in place, the impact is clear, with improvements often seen in both retention and productivity.

Within the workplace, this can start with the foundations. Clearly defined roles, manageable workloads, and realistic expectations help create a sense of stability and control. Open communication, supportive leadership, and a culture where people feel safe to speak up all play an essential role in reducing unnecessary stress and uncertainty.

At the same time, it's important to recognise that stress does not begin and end at work. Many people are navigating external challenges, whether that's financial pressure, caring responsibilities, health concerns, or personal circumstances, all of which can shape how work is experienced day to day.

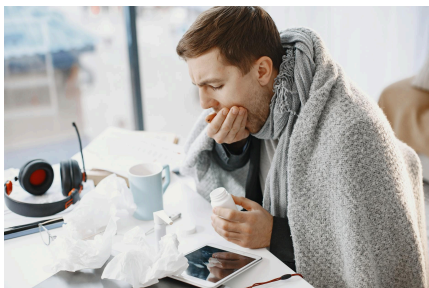
Supporting these external stressors often calls for a more compassionate and flexible approach, but the long-term benefits can be significant. This might include offering flexible working arrangements, creating space for honest and supportive conversations, or signposting to resources such as employee assistance programmes or wellbeing support.

Sometimes, even small acknowledgements can make a difference. Simply recognising that life outside of work can be complex can help people feel seen, understood, and less alone in what they are carrying.

It's also important to remember that resilience is not something individuals should be expected to build on their own. Meaningful wellbeing comes from a balance between personal coping strategies and organisational support. When both are in place, people are better equipped to navigate challenges without becoming overwhelmed.

By taking a whole-person approach, one that recognises both professional and personal experiences, organisations can create environments where people feel supported, valued, and able to thrive.

This article from Wisdom Wellbeing offers a particularly insightful look at the wider impact of stress, including the often unseen costs such as reduced productivity, burnout, and the wider ripple effect on teams and organisational performance. [The real cost of workplace stress for SMEs.](#)



This Friday, Acas are hosting a webinar focused on *Sickness absence – supporting your staff*, offering practical guidance for employers navigating what continues to be a growing challenge across many sectors.

With sickness absence rates remaining high, particularly in care, and recent changes to statutory sick pay coming into effect from April, this is a timely opportunity to strengthen understanding and approach.

Sessions like this can help employers, managers and HR professionals reflect on how they manage absence not just from a policy perspective, but through a more human lens. Clear absence policies, consistent processes, and supportive communication can reduce absence levels, improve wellbeing, and strengthen working relationships across teams.

For organisations already thinking about stress, wellbeing, and retention, this webinar offers a practical next step, bringing together legal insight with real-world application.

👉 [Register for the webinar here](#)

We talk about AI a lot amongst ourselves and with our clients, and it's shaping the world of work at a rapid pace.

In some industries, the ways it will naturally slot in are easy to see.

In social care, AI has transformative potential, but it is also one of the areas where there is most speculation and reflection, particularly around how we ensure it does not take away the human element so vital to care.



Skills for Care are hosting a one-day summit focused on [AI and the future of social work](#), bringing together professionals from across the sector to explore how artificial intelligence is shaping practice now and into the future.

It's a really interesting space for reflection, particularly around how we ensure technology supports, rather than replaces, professional judgement and human connection in social work. The day will also look at how AI can help improve outcomes, reduce administrative pressure, and support workforce wellbeing when used thoughtfully and ethically.

It feels like an important moment for the sector to be part of these conversations early, shaping how this evolves in a way that stays grounded in care, ethics, and lived experience.



On Friday 24th April, Acas is hosting a free webinar focused on *Reasonable adjustments: how to get them right*, offering a clear and practical exploration of both the legal framework and good practice in the workplace.

Alongside wider employment law developments, there is an increasing emphasis on ensuring that decisions around reasonable adjustments are clearly considered, well evidenced, and supported by appropriate rationale and exploration of alternatives.

The webinar will explore the legal obligations around reasonable adjustments, alongside practical approaches to overcoming common challenges in the workplace. It will also look at the different types of adjustments that can be made, and how organisations can take proactive steps to foster a more inclusive working environment that benefits not just individuals, but companies as a whole, often including improved wellbeing, productivity, and retention.

👉 [Register for the webinar here](#)

For those of you who support families and young people, Safeguarding Somerset are offering practitioner training on the [Child First Toolkit](#), designed to support professionals in reducing conflict between separated parents and keeping the focus firmly on the child's experience and wellbeing.



Work in this space can often feel emotionally complex, particularly where conflict is ongoing or communication is difficult. Having structured tools and approaches that help keep the child's voice and needs at the centre can make a meaningful difference to outcomes for families.

Sessions like this that focus on a specific area of practice are a really helpful way to strengthen practice, build confidence, and ensure consistency in how we approach high-conflict situations with care and clarity. Definitely a useful session to share with your teams supporting families through complex and high-conflict situations.



We've really loved seeing how involved some of our clients have been during Autism Awareness Month, with so many taking the time to share resources, raise understanding, and highlight the importance of neurodiversity in meaningful, thoughtful ways.

From celebrating staff members to recognising individuals within their communities, it's been encouraging to see a focus not just on awareness, but on genuine acceptance and appreciation of different ways of experiencing the world.

Moments like these play an important role in building more inclusive environments, where people feel seen, valued, and understood for who they are.

Mind has some great tips and resources for making the workplace more inclusive, with practical guidance on how organisations can better support autistic colleagues. It also explores key topics such as autistic burnout and the importance of understanding how experiences and impacts can vary significantly from person to person.

Above all, what stands out is just how diverse autistic experiences are, and how important it is that adjustments are personalised rather than assumed. Creating inclusive environments means moving away from one-size-fits-all approaches and taking the time to understand individual needs with care and openness regardless of diagnosis.

[You can read more here.](#)

We'd love to hear from you:

What are you currently seeing as the biggest drivers of stress in your workplace, and how are you responding to them?

Thought for the month:

Across the care sector, we are increasingly seeing how stress within teams can directly impact recruitment and retention. In some cases, increased pressure leads to turnover, which then places additional strain on remaining staff. That added pressure of being short staffed can, in turn, create further stress and additional turnover. It becomes a cycle that is incredibly difficult for teams to break once it begins.

This is where strong staffing foundations become so important.

Retention should always sit at the forefront of any recruitment approach, with a focus on creating environments where teams feel supported, valued, and not overwhelmed. When staff feel genuinely looked after, they are more likely to stay, more likely to thrive, and better able to manage the inevitable periods where pressure increases. Building stability, continuity, and confidence within teams is key to navigating these moments, particularly when challenges arise such as short staffing or increased demand. Having a well-prepared bank staff team in place, alongside supportive and reliable agency partnerships, can make a real difference in ensuring cover is seamless and disruption is minimised.

When it comes to recruitment, the strongest providers always have candidates warming up, even when fully staffed. Being visible to potential candidates and clearly showing your values makes recruitment much easier when the time comes. People are drawn to workplaces where they see a supportive culture, shared purpose, and a commitment to care.

We are also seeing more organisations benefit from a proactive recruitment mindset. Rather than reacting to vacancies, they are nurturing relationships with potential candidates early, understanding their skills and motivations, and building pipelines that support both growth and unexpected change.

Think of it as workforce planning: a small investment in time today can save significant pressure tomorrow. It helps keep care teams stronger, more supported, and better able to focus on what matters most, providing consistent, high-quality care.

 **Further reading/watching:**

 [Responding to low-level concerns for safeguarding leads](#)

 [How to conduct a stress risk assessment](#)

Not sure if your hiring strategy is working?

Book a free consultation with our team and we will provide a free analysis of the market to help guide 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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