



We hope you've been well throughout May. As we move into June, Pride Month offers an important chance to reflect on the value of inclusion, understanding, and creating environments where people feel safe to be themselves.

Recent studies suggest that over half of LGBTQ+ employees have experienced some form of discrimination or prejudice in the workplace. We can all make a big difference to workplace culture by taking time to listen, being mindful of language, and creating space for people to show up as themselves without fear of judgement.

In care and support roles, this also extends to the people being supported, and being mindful of what LGBTQ+ service users may need as individuals.

There are some helpful resources available if you want to explore this further, including the [Skills for Care LGBTQ+ Learning Framework](#) and [NSPCC guidance on supporting LGBTQ+ children and young people in safeguarding practice](#).

The environment a team builds is noticed and felt, and can play a really important part in showing what acceptance and belonging looks like in everyday practice.

Taking part in Pride is one way to show staff and service users that inclusion is valued and actively supported.

How is your workplace celebrating Pride this month?



Conversations around men's health have become more visible in recent years, and while this growing awareness is encouraging, many men still find it difficult to speak openly about how they are feeling and can be reluctant to get health concerns checked.

Research continues to show that many men are less likely to access healthcare support or seek medical advice early.

Studies have found that around one in five men wait more than a year before visiting a doctor about a health concern, while many report delaying appointments unless symptoms become more serious or begin affecting daily life.

In busy working environments, especially across health and social care, it can often become easy for people to place their own wellbeing lower on the priority list while focusing on supporting others. Long shifts, stress, fatigue, and limited time can all contribute to preventative healthcare being delayed or overlooked.

[Men's Health Week](#), in June, offers a valuable reminder of the importance of creating healthier habits and support systems consistently over time. This may include attending routine appointments, speaking openly about symptoms, taking breaks to rest and recover properly, improving sleep, staying physically active, or making time for supportive conversations.

We can all play a part in encouraging and supporting one another to prioritise wellbeing, both within the workplace and outside of it. Sometimes small conversations, check-ins, and reminders can make a much bigger difference than we realise.

Advanced Pain and Symptom Management

Effective pain and symptom management is crucial in ensuring people feel comfortable, supported, and cared for with dignity, particularly during palliative and end of life care.



Supporting individuals with complex symptoms requires a thoughtful and compassionate approach, where communication, clinical understanding, and person-centred care all play an important role in improving quality of life and responding sensitively to changing needs.

We were pleased to see an upcoming training session from Hospiscare focused on Advanced Pain and Symptom Management, offering professionals an opportunity to strengthen their understanding and confidence within this important area of practice.

The session will explore:

- Pain assessment and symptom management approaches
- Supporting comfort and quality of life
- Recognising and responding to changing symptoms
- Practical strategies to support compassionate palliative care practice

This is a valuable opportunity for professionals working across care settings to deepen their understanding of pain and symptom management, while reflecting on approaches that support compassionate, person-centred care.

👉 Find out more [here](#).



The **Adult Social Care Workforce Data Set (ASC-WDS)** is a workforce intelligence tool developed by Skills for Care, designed to help providers understand workforce trends, staffing patterns, recruitment, retention, training, and workforce development across adult social care.

Having access to accurate workforce data can play an important role in supporting service planning, improving retention, identifying workforce challenges, and making more informed decisions around staffing and development. It can also help services benchmark themselves against wider sector trends and better understand the changing needs of the workforce.

We were pleased to see an upcoming virtual session from Skills for Care offering a guided tour of the Adult Social Care Workforce Data Set, helping providers and professionals explore how the system works in practice and the wider benefits it can offer.

👉 Find out more [here](#).

77% of people who volunteer report improved wellbeing.

Volunteering can play a meaningful role in both personal and career development, especially for those exploring their next steps or looking to build confidence in new areas.



It offers a different kind of learning that doesn't always come from formal training or structured roles, but instead from real experiences, conversations, and being part of something that feels purposeful.

Growth often comes through stepping into new environments, meeting different people, and gaining insight through lived experience. Development can come through building specific skills such as communication, teamwork, safeguarding awareness, or understanding how services operate in practice.

For some people, it can also be a really helpful way to explore where they might want to go next. It can create space to notice what feels right, what feels challenging, and what kind of environments feel supportive and aligned with personal values.

Above all, volunteering offers something more personal too. There is something powerful in giving time to support others, and in doing so, often finding that it also supports you. It can bring a sense of wellbeing that comes from feeling useful, connected, and part of something bigger than yourself. That sense of community and shared purpose can be incredibly grounding, especially during times of uncertainty or transition.

With Volunteers' Week coming up next week, we'll be taking time to recognise and celebrate how valuable volunteering can be, and the positive impact volunteers have within services every day.



The **preceptor role** plays a key part in helping staff feel confident, prepared, and supported when stepping into new roles. It sits at the heart of safe, effective care, helping to ensure people feel welcomed, supported, and able to grow into their responsibilities over time.

We were pleased to see an upcoming Skills for Care virtual workshop focused on the **Preceptor Role in Practice**, offering space for practitioners to reflect on what effective preceptorship looks like in real working environments.

The session will explore:

- What the preceptor role involves in everyday practice
- How to support and guide new or less experienced staff
- Building confidence through supportive supervision and feedback
- Strengthening consistency, learning, and safe practice within teams

For many services, this is an important opportunity to pause and reflect on how learning, support, and leadership are embedded into day-to-day culture, and how this directly influences both staff experience and the quality of care delivered.

👉 Find out more [here](#).

When working with individuals with complex emotional needs, it is important to feel confident and supported when responding to **self-harming and self-injurious behaviours**.

These behaviours can be difficult to understand in practice, and often sit alongside a range of emotional, psychological, and situational factors that require a thoughtful, calm, and non-judgemental approach.



Building confidence in this area is not only about knowledge, but also about how we respond, connect, and create safety in the moment.

We were pleased to see an upcoming webinar from **bMindful Psychology**, offering practitioners the opportunity to explore this topic in more depth and reflect on approaches that support understanding and compassionate response in real-world settings.

The session will explore:

- Understanding self-harming and self-injurious behaviours
- How these behaviours may present in different contexts
- The underlying emotional and psychological factors that may contribute
- Practical approaches to responding with empathy and confidence
- Ways to build safe, supportive, and trusting connections

This is a valuable opportunity for professionals and practitioners to strengthen their understanding of self-harm, reflect on current practice, and consider how to respond in ways that are consistent, compassionate, and supportive.

👉 Find out more [here](#).



“Tell me about yourself?”

It sounds like a simple question, but it can often feel like one of the trickiest parts of an interview.

The key thing to remember is that this isn't about giving a rehearsed speech or trying to “perform” the perfect answer.

It's really an invitation to share your story in a way that feels honest, clear, and relevant to the role you're applying for.

It can be helpful to include a mixture of personal and work-related detail, as long as it's appropriate and helps an employer understand who you are, what matters to you, and why you feel aligned to the role and the organisation.

A helpful way to think about it is: your experience, your values, and what brings you here today.

An interview answer like this doesn't need to be about making something impressive up or telling them your whole life story. It's about choosing what to bring forward, and how to frame your experience in a way that reflects your strengths and what matters to you.

This [Indeed article](#) offers some great guidance on how to approach this question in a structured and thoughtful way, helping you shape your answer without losing your authenticity.

🌟 Job of the Month 🌟

Registered Manager – Children's Residential Care (EBD)

📍 Dudley | 💰 £50,000 – £60,000 | 🏠 2-Bed Ofsted Regulated Home

This is a role for someone who understands that leadership in children's residential care is not only about operational oversight, but about shaping a culture where children feel safe, valued, and genuinely supported to grow.

The home is part of an organisation built on a clear and consistent belief: every child deserves safety, stability, and the opportunity to reach their potential. This belief is reflected in a culture shaped by compassion, respect, consistency, and growth, and is lived out in the everyday practice of the team.

Homes are designed to feel warm, calm, and welcoming, sitting within community-based settings that help children feel included and connected. Care is delivered through individualised planning, with a strong trauma-informed approach that places emotional wellbeing at the centre of practice.

In practice, this means children are supported through strong and trusting relationships, consistent and predictable care, and a genuine commitment to helping them access education, independence, and opportunities to build confidence in themselves. Children are also actively supported to have a voice, influence their care, and access advocacy when needed.

As Registered Manager, you will lead a 2-bed EBD children's home, holding full accountability for safe, compliant, and high-quality care in line with Children's Homes Regulations, safeguarding expectations, and Ofsted requirements.

This is an opportunity to lead a home where culture is actively shaped, where children are genuinely heard, and where care is delivered with consistency, warmth, and purpose.

Looking for a new role? Explore all of our latest vacancies [here](#).

 **Further reading/watching:**

 [Safeguarding Children Online](#)

 [Nurses Looking at Changing Careers](#)

 **Thought for the month:**

We can't quite believe we're nearly in June already. With it being the sixth month of the year and the longest day of the year coming up, it naturally feels like a bit of a midpoint.

We've been reflecting on the year so far, thinking about what's gone well and what we've been proud of, and why. There's something powerful in noticing where things have felt meaningful. For us, that often comes back to connection, supporting people into roles that feel right for them, and working with organisations that are doing things in the right way. That's something we're always really proud to be part of.

For everyone, June can be a nice marker to pause and notice what you want to carry on with, what you might want more of, and what might need a bit of a shift as the year moves on. For some people that might be wellbeing or routine, for others it might be learning, confidence, or even thinking about something new in their career.

Things don't always need to change in big ways. Most of the time it's the small, steady steps that end up shaping where we're heading anyway.

So as we move into the second half of the year, it might just be a helpful point to reset a little, reconnect with what matters to you, and check in with where things are going.

We'd love to hear from you:

Alongside Pride Month, June also brings a number of important environmental awareness moments, including World Environment Day and The Big Green Week. Inclusion and environmental responsibility may feel like very different areas, but both form part of an organisation's wider responsibility and culture, even when they sit outside its core business activity. They can also have a meaningful impact on how workplaces feel and function for the people within them.

Research shows that around 70–76% of job seekers consider a company's environmental commitments when evaluating potential employers, highlighting how important these wider values have become in shaping how organisations are perceived.

For many people, these are not just awareness dates in the calendar. They can be an indicator of how an organisation communicates its priorities, how it supports its people, and how it demonstrates values in practice rather than just in words.

Even when a particular awareness date may not feel directly relevant to an individual, seeing a company actively acknowledge and engage with it can still have an impact. It can help people feel a greater sense of belonging, confidence, and openness within the workplace, and can sometimes create space for individuals to feel more comfortable bringing their own values and identities into work.

As workplace expectations continue to evolve, more people are reflecting on how aligned they feel with the culture around them, and whether the organisations they work for genuinely reflect the things that matter to them personally and professionally.

How do the ways your organisation responds to awareness dates influence your sense of belonging at work?

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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