



The new school term is upon us, bringing with it the familiar return of school bags, new shoes, earlier mornings and routines settling back into place.

For many children and young people, this time of year can bring a mixture of excitement and nerves. A new school, a new year group, new teachers or simply getting used to being back in a familiar routine can all bring different feelings.

For parents and carers too, September can feel like a significant moment. Whilst it may offer some relief from the demands of childcare over the summer, it can also bring a new rhythm to family life. There are first days, new beginnings, school assemblies, parents' evenings, performances, celebrations and all the everyday moments that make up family life. Having some flexibility and understanding in the workplace can make these moments easier for working parents to navigate.

As the new term begins, it is worth remembering that every child and family will experience this transition differently. Some may be excited to return, while others may need a little more reassurance and patience. Offering colleagues kindness and understanding during periods of change can go a long way.

September also marks the beginning of the final quarter of the year. A new term, a new season and the final stretch of the year can all bring a sense of fresh perspective. It can be a natural point to pause, look at where we are, and think about what we would like the final few months of the year to hold, both personally and professionally.



**World Patient Safety Day** is held every year on September 17th. The day aims to raise awareness that safe care depends on systems, healthcare professionals, patients, families and communities working together. Patient safety isn't only about policies, procedures and systems. It is also about the people delivering care.

The person who notices that something isn't quite right.

The person who takes the time to listen.

The person who speaks up when they have a concern.

The person who knows the individual they support well enough to recognise when something has changed.

The people who choose a career in care aren't simply filling a position. They are becoming part of someone's everyday life, building relationships and helping create an environment where people can feel heard, respected and safe.

CQC inspections repeatedly record people saying that having the same staff who know them well makes them feel safer and supports continuity. Ofsted inspections have also reported children saying they felt safer because their care was consistent and staff knew them well.

But providing safe, consistent care isn't something one person does alone. It takes a team around them, with the right support, communication, training and environment to help them do their job well.

Finding the right person for the right role matters, but so does finding the right team to be part of.

The right role should give you the opportunity to use your skills, build meaningful relationships and contribute to safe, compassionate care, while knowing that you have a team around you to support you too.

Because when you find a role where you can do your best work, with the right people around you, you can make a real difference to how safe, supported and understood someone feels.

September is **Update Your CV Month**, providing a useful reminder that your CV does not have to wait for a job search before it receives some attention. Even if you are happy in your current role and aren't considering a move, keeping your CV up to date can



be useful as a record of your professional development.

You may be surprised just how much new experience you build gradually through everyday work. New responsibilities, additional training, changes in role and the skills developed through supporting people can all add to the experience you bring to your career. Everyday responsibilities can become so familiar that it can be easy to forget they were once new skills, but keeping a record of them can help you recognise how much you have developed.

It can also be useful for **career conversations**, helping you identify the experience and skills you have developed and areas where you may want to continue growing, whether that is through additional training, taking on more responsibility or exploring a new area of work.

It can be easy to overlook achievements when they become part of everyday working life. A difficult conversation handled thoughtfully, supporting someone through a challenging period, developing confidence in a new area or completing additional training can all contribute to your professional development. Use your CV to celebrate and remember these achievements, rather than letting them become things you simply take for granted.

Your CV isn't just a document for applying for jobs. It can also be a record of where you've been, what you've learned and how your experience has grown.

**When was the last time you looked at your CV and recognised just how much you have learned since you last updated it?**



For professionals supporting children and young people with autism, ADHD or learning disabilities, there are two **CPD opportunities** coming up that explore different factors which can influence emotional wellbeing and behaviour.

Understanding the wider context around a young person can help professionals respond in thoughtful and appropriate ways, particularly when changes in behaviour, communication or emotional wellbeing may have more than one possible explanation.

On September 14th, The DECC, part of Action for Children, are hosting [\*\*Bridging the Gap: Autism and Trauma in Care\*\*](#), exploring how autism and trauma can intersect for children and young people in care. The session will consider how these experiences may influence behaviour, communication and emotional safety,

while helping professionals develop a broader understanding of what may be behind a young person's responses.

On September 15th, the Association for Child and Adolescent Mental Health (ACAMH) are hosting an online expert knowledge session exploring [ADHD and Depression](#). The session will look at the relationship between ADHD and depression, including possible risk factors, challenges around recognising depression and approaches to assessment and treatment.

Both sessions offer an opportunity to strengthen understanding of the different experiences and factors that can affect children and young people, and consider how this knowledge can inform more individualised and thoughtful approaches to support.

The online world continues to play an important role in the lives of children and young people, influencing how they communicate, form relationships, access information and understand the world around them. While familiar online safety concerns are often more visible, there can also be less obvious influences that are important for professionals to recognise.



For professionals working with children and young people, developing confidence in recognising less visible safeguarding risks can make a meaningful difference. It can help ensure concerns are considered within context and that responses remain thoughtful, proportionate and centred on the individual child.

In September, Somerset Safeguarding Children Partnership are hosting [Beyond the Screen: Belief, Influence and Hidden Safeguarding Risk](#), offering professionals an opportunity to explore the relationship between online influence, beliefs and safeguarding.



**UK National Inclusion Week**, taking place from 14th to 20th September, provides an opportunity to think about what inclusion looks like in care practice.

Inclusion is not simply about making services available to everyone. It is also about understanding that people can experience barriers differently, and taking the time to

listen to what people with lived experience tell us about what helps them feel safe, respected and able to access the support they need.

Last year, the UK Health Security Agency updated a report exploring insights from more than 200 people with diverse experiences of social exclusion, looking at what can make health protection and healthcare more inclusive. The findings highlight the importance of building trust, providing person centred approaches, improving accessibility and tailoring services to the people they are intended to support.

For professionals, it is a useful reminder that inclusive practice begins with listening. The people experiencing a service often have valuable insight into what works, what creates barriers and what could be done differently.

**Read the full report:** [Insights from people with lived experience to inform inclusive approaches to health protection](#) | [GOV.UK](#)

When children and young people are experiencing periods of heightened need or crisis, residential care teams can sometimes find themselves navigating complex emotional, behavioural or mental health needs alongside the everyday demands of providing safe and consistent care.



Having access to appropriate clinical and therapeutic support can make a meaningful difference in these situations. It can help teams develop a deeper understanding of what may be underlying a young person's presentation, consider different approaches to support, and feel better equipped when situations become more challenging.

For residential teams, clinical support is not about replacing the relationships and expertise already within the home. Instead, it can provide an additional layer of understanding and guidance, helping staff feel supported in responding to young people's individual needs and working towards more positive outcomes.

bMindful Psychology are hosting a free online session "[How Clinical Support Helps Children's Residential Homes in Crisis](#)" offering an opportunity for professionals to consider how therapeutic input can complement the work of residential teams.

### ☀ Job of the Month ☀

#### Deputy Manager (Care Home)

📍 Dorchester | 💷 £33,576 | 🕒 Full-time, 40 hours

Our client is committed to providing high-quality care within a warm, welcoming and genuinely homely environment. Their approach is centred around understanding each resident as an individual, respecting their choices and preferences, and creating opportunities for people to live meaningful lives. This opportunity offers the chance to play an important role within the management team, supporting the Registered Manager and helping to ensure residents receive compassionate, person centred care that reflects their individual needs, wishes and wellbeing.

As Deputy Manager, you will provide leadership and support across the Home, helping to create a positive culture where residents remain at the heart of everything the team does. You will lead by example, supporting staff to deliver consistently high standards of care while ensuring professionalism, kindness and respect are reflected in everyday practice.

This is a role for an experienced care professional who understands that a care home is first and foremost someone's home. Someone who can combine strong leadership and organisation with compassion, empathy and a genuine commitment to the people they support.

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

#### Further reading/watching:

 [Sepsis - Educational Resources](#) (*World Sepsis Day September 13th*)

 [Alzheimer's Society Learning Hub](#) (*Alzheimers Month September 2026*)

#### Thought for the month

September gives us two important opportunities to think about suicide, loss and the importance of looking out for one another, with World Suicide Prevention Day on September 10th and National Suicide Memorial Day for Health and Care Workers on September 17th.

Working in health and social care often means being there for people during some of the most difficult moments in their lives. Care professionals are used to noticing when someone else needs reassurance, support or simply someone to listen. But the people who spend so much of their time caring for others can struggle too.

Sometimes, someone can continue coming to work, supporting others and doing everything that is expected of them while quietly finding things difficult themselves.

Research has found that **male and female carers had a risk of suicide that was almost twice the national average**. We cannot always know what someone

is carrying, which makes kindness, connection and creating space for honest conversations so important.

Supporting wellbeing is not about expecting people to always be strong or resilient. It is about creating environments where people feel able to say when things are difficult, where asking for support is not seen as a weakness, and where people know they do not have to manage everything alone.

As we reflect on these two important dates, perhaps one of the most valuable things we can do is simply look out for one another a little more. Sometimes, a genuine question, a moment of kindness or letting someone know that they are not alone can mean more than we realise.

If you are finding things difficult, you don't have to manage it alone. Support is available, whether you need someone to talk to yourself or are concerned about someone else.

<https://www.samaritans.org/>

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

What do you think helps create a workplace where people feel comfortable saying, "I'm not okay"?

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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