



pastoral support leads from across Health and Social Care into one group, chaired by an ICS retention lead.

This network allows people to share good practice and recognise where initiatives could be aligned or enhanced by working together. It also enables more work to be proactively completed at system level (rather than locally), to avoid duplication. Effective resources that were already in use in some parts of the system were repurposed and shared widely through the central *One Workforce* website. It was also expanded to include specific information and guidance for international recruits.

The Pastoral Support Group Chair also sat on the social care local International Recruitment (IR) management group where they could review grant applications being made to access additional funds for social care IR recruitment. This provided first-hand insight into the specific support and issues being experienced in social care, informing the system-level work already underway.

Since its launch, the system group has evolved and now meets monthly. This ensures consistent communication across the system and the opportunity to rapidly share best practice, and identify and respond to emerging trends.

All resources created by the group seek to be as inclusive as possible. This applies to all international recruits irrespective of their job role, or employer.

Practical guides and resources have been created to help international recruits understand the local culture, dialect, pronunciation, food, and the wider cultural differences between their home country and the UK.

Given the rurality of the county, and the wide range of settings in which international recruits may be employed, group members have worked together to link recruits to one another for additional peer support and social connection.

The impact of the initiative for social care workers new to Lincolnshire

received very positive feedback from staff across the area, who found all the information useful and supportive. The website page has been visited over 250 times with all pastoral teams now including the link in their communications.

Next steps

International recruitment will keep developing and evolving as a priority area. The team in Lincolnshire will continue their monthly group linking health and social care employers together and continue building on the feedback gained at that group. They haveW*no2 3(s)k

