

Proud to Care Newsletter

July 2024

Proud to Care Network Opportunities



Do not delay, contact Proud to Care today!

Ann from the Proud to Care team would like to meet with care providers and share updates on all current support available.

The meeting will be arranged over Teams and will take no longer than 30mins.

Should you wish to meet, please contact Ann at ptc@gloucestershire.gov.uk, who will look forward to

hearing from you.

Events



Please see our [NEW Proud to Care events page](#) which details all upcoming provider events, including information on agendas, venues and timings.

Please contact Ann at Proud to Care to book your place for these events—
ptc@gloucestershire.gov.uk

IMPORTANT UPDATE ON FORTHCOMING PROVIDER FORUMS:

Please note there has been a change in dates for future Forums 2024/25. Please link to our events page to note revised details.

Recruitment and Retention Network Update:

We would like to thank all care providers who attended our latest Recruitment and Retention network event on the 9th of July where an update was given on values-based recruitment and the Multiply scheme.

Please see the following short [feedback form](#).

This will guide us on what topics you would like us to cover in our next network meeting, scheduled to be an in-person event on the 26th November 2024 (venue Gloucester - tbc).

Gloucestershire County Council CQC Inspection



Gloucestershire County Council have now received notification from CQC that they intend to start their assessment of our adult social care services on 2nd September 2024. Please see the briefing note on our website ([click here](#)) for more details.

The CQC team will be visiting Shire Hall to carry out the onsite assessment and during their visit they will carry out face to face or online meetings with:

- Council leaders and staff
- Partner agencies
- People who use GCC's care and support services
- Representative groups

Our preparations

Our self-assessment was an important part of preparing us for CQC's visit as it provided us with an opportunity to show CQC and everyone else how well we understand our strengths and the areas where we need to improve. In September 2023, the Local Government Association (LGA) carried out a peer review which agreed with our self-assessment and gave us advice on areas where we could improve in preparation for our CQC inspection. If you have not yet read our self-assessment then please take time to familiarise yourselves with it, we have recently uploaded an Easy-Read version to the website. Further information about our self-assessment as well as more information about our preparations for the CQC inspection can be found here - [CQC assessment of Gloucestershire Adult Social Care | Gloucestershire County Council](#).

We will be sending out further information as we progress our planning over the next eight weeks. If you have any questions about anything related to the CQC inspection, please use this email to contact our dedicated CQC project team - GCCCQCInspection@gloucestershire.gov.uk.

Health and Care Worker Visa - International Recruitment



In February 2022, care workers became eligible for the Health and Care Worker Visa and were added to the Shortage Occupation List in response to workforce capacity challenges in the care sector. This meant that nationally and locally we have seen an influx of overseas workers joining our adult social care workforce to care for those in our communities.

You may have seen in the news that some care providers nationally have experienced a revocation of their sponsorship licence due to various reasons. Each revocation will not only impact the stability of care for those receiving services, but also on the staff members who have joined the workforce from overseas.

With the launch of the International Recruitment Fund 24/25, the Department of Health and Social Care's focus is on supporting people already in the UK who want to remain working within the care sector when their current employer's licence has been revoked. With this in mind, we will be looking to identify employers with sponsorship licences who may be able to offer employment opportunities to displaced staff. This may mean that care employers in Gloucestershire are contacted by displaced workers to enquire about potential jobs and whether the organisation has any spare undefined certificates of sponsorship.

We recognise that the care sector faces various recruitment and retention challenges, and it is therefore important we retain the skills and knowledge of those experienced staff impacted as a

result of a revocation. It is essential that international recruitment is carried out in a legal and ethical manner in a way that meets the needs of those people when they arrive and are in post. GCPA can provide some support on how to follow best practice, as well as offer pastoral support to internationally recruited staff. Further information can be found here: [International Recruitment Guides – Gloucestershire Care Providers Association \(gcpa.co.uk\)](https://www.gcpa.co.uk/international-recruitment-guides). There are also ethical recruitment agencies specialising in international recruitment, such as Borderless and SponsorSwitch, who can assist local care providers with this endeavour.

If you have any questions about any of the above or support you may need, please contact the Proud to Care Gloucestershire team at ptc@gloucestershire.gov.uk.

GCPA update



GCPA Care Awards 2024 - Nominations Now Open:

Nominations are now open for the 2024 GCPA Care Awards. There are awards for individuals, teams and organisations, and categories range from digital to nursing and from leadership to unsung hero.

The Awards Ceremony will take place at Cheltenham Racecourse on Friday 4th October 2024. Nominations will close on Sunday 1st September at 23:59.

[You can see the full list of categories and nominate on GCPA's website.](https://www.gcpa.co.uk/care-awards)

Cirencester College T-Level Student Placement - Expression of Interest:

Cirencester College are offering independent adult social care providers the chance to take on T-Level students on placement in a social care setting.

[To find out more and express your interest, please follow this link.](#)

Free Basic Foot Care Training by GHC Podiatry:

Gloucestershire Health and Care NHS Foundations Trust (GHC) are offering free theory and practical training in Basic Foot Care to adult social care staff in Gloucestershire. [You can register interest on the GCPA website.](#)

GCPA Membership:

GCPA membership is open to all independent providers of social care (private, not-for-profit and charitable organisations) delivering care to people in their own homes or in a residential or nursing setting within Gloucestershire. If you would like to find out more information about becoming a GCPA member, you can visit <https://www.gcpa.co.uk/membership/>

Proud to Care's Training, Development & Wellbeing Resources

Proud to Care Gloucestershire are excited to have launched brand-new training, development and wellbeing webpages dedicated to the care sector on the [Proud to Care website](#).

- [A-Z Training Directory](#)

- [Care Career Pathways](#)
- [Wellbeing and Pastoral Support A-Z](#)

We would like to thank those who have provided feedback on these new resources, some of which can be seen below:



The Proud Care team welcome our feedback on any of the pages outlined above as we want to ensure the resources are useful and up to date. Find the feedback form [here](#)

Webinar training opportunity for Domiciliary Care Providers - CM Mobile Application for care visits



Gloucestershire County Council and The Access Group invite you to a webinar designed to help all Gloucestershire providers maximise compliance and usage of the **CM Mobile application for care visits**.

The session will cover:

- The latest updates to the CM Mobile App
- Compatibility with the most recent operating systems
- How the app automatically collects issue logs
- Best practices for using CM Mobile effectively

- Support resources

This week you will receive a Microsoft Teams invite from Brokerage to the webinar from Access, which will be held on Thursday 15th August 12:00pm-1:00pm. We strongly recommend attendance from yourself and any members of your organisation, who have an administrative role around ECM and/or CM Mobile to ensure that knowledge is distributed throughout your organisation.

If you have any queries prior to the webinar, please contact ptc@gloucestershire.gov.uk.

Grey Matter Learning



Following Gloucestershire County Council's extension of the Grey Matter Learning e-learning platform contract from April 2024 – March 2025, we would like feedback from users regarding their experience of using Grey Matter Learning.

Please complete this short, anonymous [feedback form](#).

Please note, the feedback form is able to accept multiple responses over time and responses will be reviewed on a regular basis. If you have any urgent feedback or queries to raise, please email ptc@gloucestershire.gov.uk for a response in the first instance.

Support Available



Curious About Care

Curious About Care provides a free, fast, research-informed resource to support values-based recruitment.

It enables recruiters to create an engaging quiz that enables job applicants to be put in the shoes of care workers. The quiz is designed to test applicants' ability to make sound judgements in a variety of situations. Employers will then receive a report on the applicant's answers which can then be

discussed and explored further in an interview setting.

Find out more about how you can design your own quiz to incorporate as part of your values-based recruitment [here](#).

Click here to find a list of collated support offers available as mentioned in previous newsletters.

Skills for Care Update

Throughout July, Skills for Care are focusing on 'Making integration happen' and how we can better understand and promote integrated care systems (ICS).

Skills for Care's 'Making integration happen' campaign is focusing on what integration means, why it's important, and how social care providers can



engage with their ICS and the many benefits of doing so.

Read more [here](#).

Skills for Care Strategy update

The launch of a new Workforce Strategy for Adult Social Care in England is being hailed as a turning point for care – as new data shows the sector still has a vacancy rate around three times higher than the wider economy.

Read more [here](#).

If you have any questions or would like to reach out to the Proud to Care team, you can do so by:

- emailing us at ptc@gloucestershire.gov.uk
- calling us on 01452 426 452.

Visit the Proud to Care website [here](#)

View all Integrated Commissioning Provider bulletins [here](#)

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