

# International Recruitment East

Resource Showcase Launch 25 July 2023

Phase 1

Regional Pastoral Care Protocol



[internationalrecruitmenteast.org](http://internationalrecruitmenteast.org)

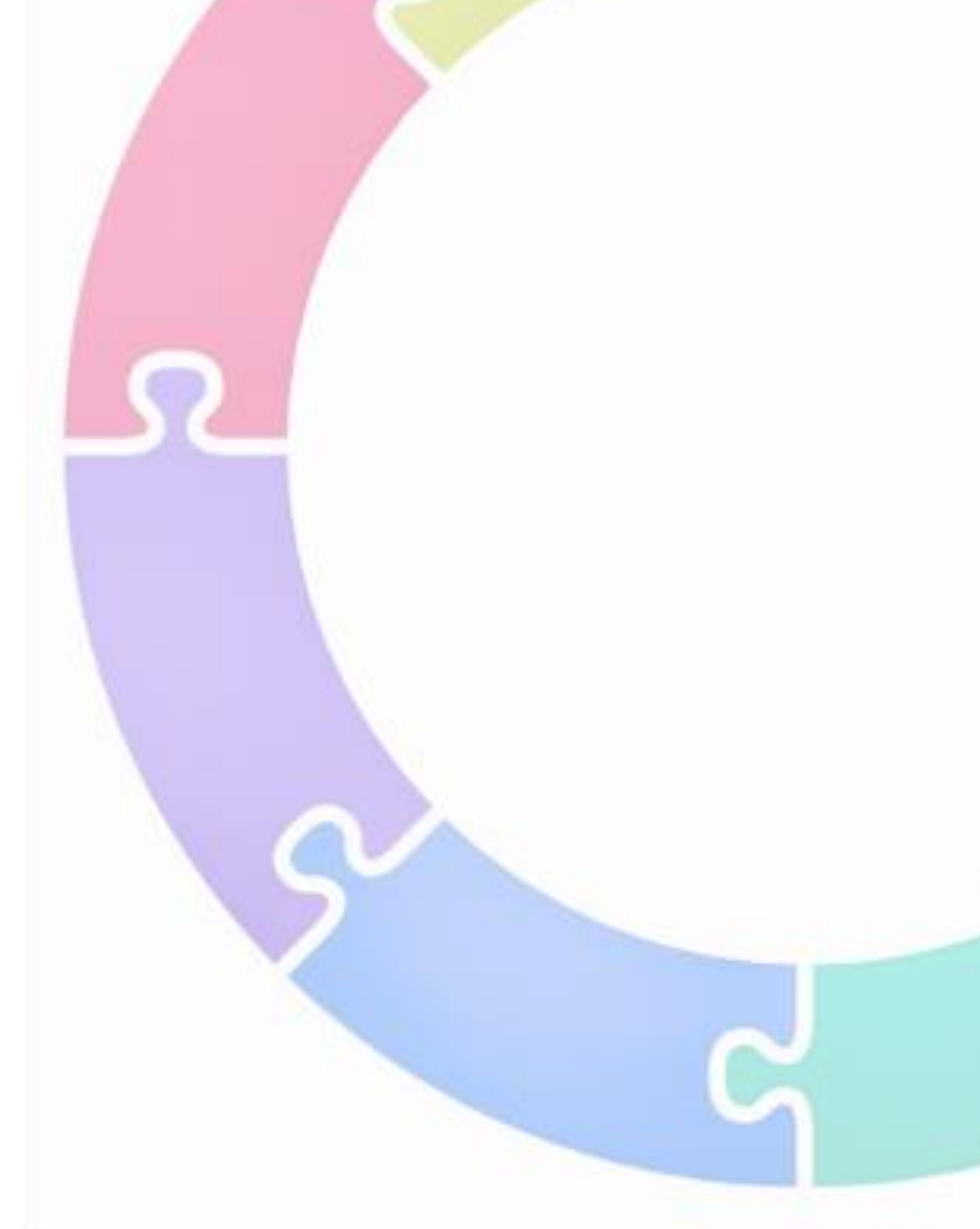
# Barriers- what the experienced problems are

- Not delivering an effective pre arrival UK orientation with international recruits (IRs)
- Not having an external buddy to support IRs in first 6-8 weeks following arrival in UK or until they feel settled
- IR not finding accommodation
- Not knowing where to go or who to turn to for IR pastoral care support provision
- Potential IR resentment towards employer
- UK culture shock experienced by IRs



# What the offer is

- Establish regional pastoral care good practice guidelines to include but not limited to:
  1. Pre arrival engagement
  2. UK arrival collections
  3. Buddying
  4. Local area knowledge
  5. IR network meet ups
  6. Accommodation finding
  7. Access to local services and community
  8. UK orientation
- Promote, launch and rollout to embed materials
- Adapt model as necessary based on feedback / learnings
- Conduct post evaluation impact of materials and methodologies with particular focus on physical and mental health, wellbeing and staff retention rates



# Benefits of using the pastoral care guidelines

- Much clearer understanding and knowledge of how to deliver good pastoral care to IRs
- The resource will reference other programme activities to help improve IR support and orientation e.g., Driving in the UK and Cultural Orientation
- More productive and engaged IR workforce
- Improved physical and mental health / wellbeing of IRs
- Reduction in turnover of IRs and thus recruitment costs
- All this will result in higher standard of care given by care provider to those receiving care



# Details

- 18<sup>th</sup> Aug 23 - Final draft of Regional Pastoral Care Good Practice Guidelines
- 31<sup>st</sup> Aug 23 – Regional Sign-off of Final draft of Regional Pastoral Care Good Practice Guidelines
- Regional Pastoral Care Good Practice Guidelines will be available to access via the Communities 1<sup>st</sup> website [www.communities1st.org.uk/pastoral-care](http://www.communities1st.org.uk/pastoral-care) from mid September 2023
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