

Pastoral Support Checklist

Pre-Employment

- Details about accommodation (subsidised or otherwise)
- Pre-employment arrangements: uniform / badge orders
- Greeting lunch/ welcome dinner
- "Warm up day" to meet the management, and team and tour the workplace
- Information about what to expect during the induction
- Support with logistics in getting to work and preparing for the day
- Information about local transport options
- Tour of the local town, including a visit to the supermarket, worship, bank, post office and attractions etc.
- Connecting recruits with local communities and existing staff networks i.e., WhatsApp groups
- Salary advance

Induction and beyond

- Welcome pack containing job information and local information
- Company and social induction
- Professional-specific training and education
- Buddy and peer support arrangement
- Supported learning about UK, social care and organisation culture and values
- Support overseas recruits to connect with their local community
- Exploring a trauma-informed approach to help support staff wellbeing
- Ongoing professional development and career planning