





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 respond to system

