



Gofal Cymdeithasol **Cymru**  
Social Care **Wales**



**Have your say on our current futures thinking**

**Our draft priorities for 2027 to 2032:**

**Supporting social care and early years in Wales**

**Feedback by 27 March 2026**



Noddir gan  
**Lywodraeth Cymru**  
Sponsored by  
**Welsh Government**

## Contact details

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This document is also available in Welsh.

# Overview

We want your views and ideas about our future areas of focus to support us in developing our five-year Strategic plan for 2027 to 2032. This engagement shares our current early thinking on developing our next plan before we formally consult on the detail of our next long-term plan.

## Who are we?

We're the regulator of the social care workforce in Wales, which means we register practitioners, set standards of practice and carry out fitness to practise investigations. We're also responsible for social care and early years workforce development, supporting service improvement and innovation, and supporting use of evidence in practice.

## Our strategic plan

Our Strategic plan sets out how we'll work towards our long-term vision and the outcomes we want to achieve for people, the workforce and the sector. It focuses on the big priorities for the next five years. Our current long-term plan runs until March 2027. Over the coming months, we want to gather your views to help shape our future focus. This is an opportunity to reflect on our early thinking and influence the direction of our next Strategic plan's long-term vision and the outcomes we want to achieve for people, the workforce and the sector. It focuses on the big priorities for the next five years.

## How to respond

If you'd like to have your say on our current thinking and areas of focus, you can do so by:

- completing the online survey at: [Social Care Wales Strategic Plan 2027-32 Engagement Survey](#)
- completing this document and emailing it to: [info@socialcare.wales](mailto:info@socialcare.wales)
- printing this document, completing the survey on pages 13-15, and posting it to:

Social Care Wales, South Gate House, Wood Street, Cardiff CF10 1EW.

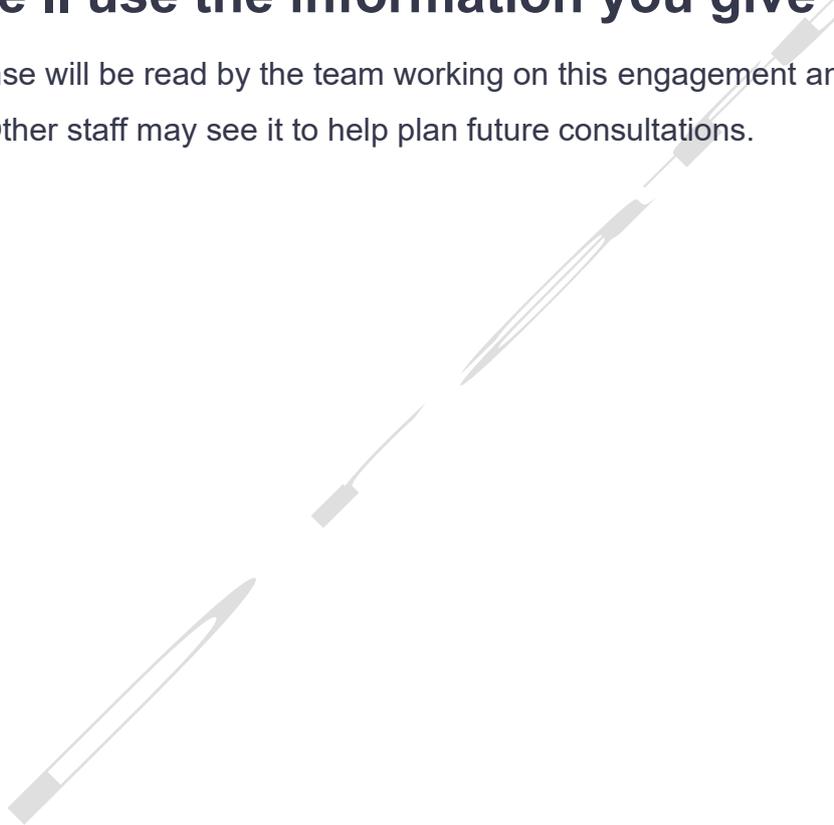
The closing date for the engagement is 27 March 2026.

Once the engagement period has closed, we'll consider all the feedback and move onto the next stage of development of the new Strategic plan.

Thank you for taking the time to tell us what you think.

## **How we'll use the information you give us**

Your response will be read by the team working on this engagement and our five-year plan. Other staff may see it to help plan future consultations.



# **Our draft priorities for 2027 to 2032: Engagement Phase**

## **Foreword by our Chief Executive and Chair**

Thank you for helping to shape our priorities for 2027 to 2032. Your insight is vital as we develop our next strategic plan.

Care and support in Wales is grounded in prevention and early intervention, well-being, co-production and ensuring people have voice and control. It is shaped by the needs and aspirations of individuals and communities. We must plan for both current and future generations. At Social Care Wales, we are committed to supporting and strengthening social care, early years and childcare.

Our current Strategic Plan runs until March 2027. We now want your views about our early thinking for what comes next. Your feedback will help ensure our priorities reflect what matters most to people who use care and support, their families and carers, the workforce and our partners.

Most care in Wales is good, reflecting the professionalism and commitment of the workforce. However, challenges remain. Communities need timely access to integrated care and support. The sector needs enough valued and skilled workers. Services must be equipped to meet growing and changing demand.

Our role is to support improvement, strengthen the workforce and contribute to the long-term future of care and support through partnership, research and evidence. We will continue to uphold high workforce standards and act proportionately where concerns arise to protect the public and maintain the integrity of social care professions.

With Senedd elections in May and a new Programme for Government to follow, this is an important moment. From April to August, we will review feedback from this engagement. Once the Programme for Government is confirmed, we will publish an update and seek further views, including on impact measures and implications for the Welsh language, equality, diversity and inclusion, and the Well-being of Future Generations.

Our ambition is that everyone is supported to do what matters to them, their family and community. This means a thriving, inclusive and future-ready care and support services that deliver excellence for people in Wales. Achieving this will require collaboration, strong leadership, positive cultures and a commitment to evidence and ethical innovation.

Thank you for contributing. Your voice will help shape a plan that meets today's challenges and prepares for tomorrow.

# Our vision for 2050

*In 2050 everyone is supported to do what matters to them, their family and community.*

By 2050, we want a thriving, inclusive and future-ready care and support system that consistently delivers excellence in well-being, leadership and care environments for citizens in Wales. At the heart of this is a diverse, skilled and valued workforce that's empowered by fair reward, a strong professional identity and flexible career pathways.

Through bold leadership and positive cultures, supported by strong governance, resources and digital foundations, the sector will be resilient, compassionate and responsive. Services will keep people safe, support independence, and improve the lives of current and future generations. Reflecting the combined principles of the [Well-being of Future Generations \(Wales\) Act](#) and the [Social Services and Well-being \(Wales\) Act](#), including long-term thinking, prevention, integration, collaboration, and ensuring people who use care and support, and their families, have voice and control in shaping care.

To turn this long-term vision into meaningful action, we need a clear picture of the present. Insights from the workforce and real-time national data help us understand today's challenges and opportunities, ensuring our ambitions for 2027 to 2032 are shaped by real experiences and reliable evidence. We'll work with stakeholders to decide a range of measures and will include these in the final version of our strategic plan.

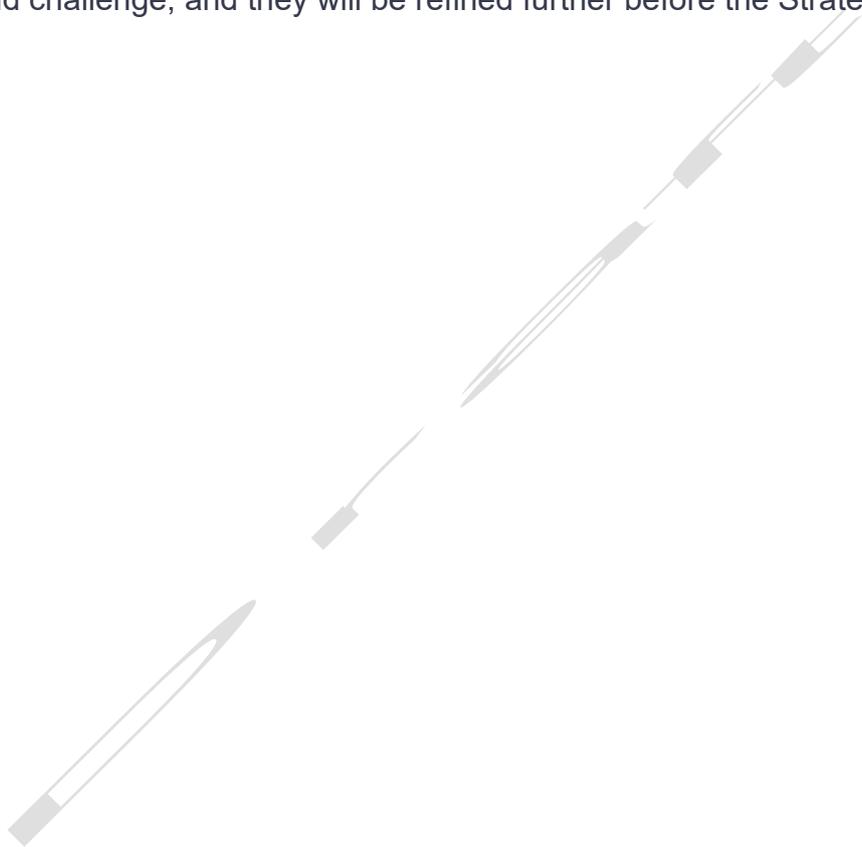
## Long-term ambitions for the strategic plan

This engagement sets out our draft priorities to make a difference to people's lives, to support the social care and early years sector on what matters to individuals, families and their carers.

The following sections set out our three draft long-term ambitions, the priority areas we are proposing to focus on, and how we intend to work with you over the next five years to progress our vision:

- supporting excellence across social care services
- building valued and skilled social care and early years workforces
- Shaping the best possible future for social care

These ambitions are working drafts shared as part of this engagement to invite feedback and challenge, and they will be refined further before the Strategic plan is finalised.



# Supporting excellence across social care services

## Why we think this should be a priority

Most people experience good or excellent care and support, but consistency across Wales remains a challenge. Services must meet the needs of current and future individuals, their families and carers.

## What do we want to achieve?

By 2050, we want all social care services in Wales to offer excellent support for people and staff. This means services that are fair, inclusive and caring, and that support both those who use care and support and those who provide them.

We want organisations to keep learning, use new ideas responsibly and work well together. By nurturing positive cultures, valuing diversity and the Welsh language, and using evidence well, we can improve experiences for people and communities.

## Who will be involved?

We will work with leaders, providers, people who use care and support, their carers, their families and our partners across the system to improve well-being, care and support, leadership and service environments. Policy makers, educators, regulators and community organisations will also play an important role.

## By the end of 2032, to work towards supporting excellence in social care services we will:

- support leaders to nurture positive cultures and promote inclusive and compassionate care.
- champion equality, cultural competence and the importance of the Welsh language so services reflect the diversity of our communities.
- provide and use evidence to help services learn, adapt and improve.
- support social care employers to plan and develop their workforces

# **Building valued and skilled social care and early years workforces**

## **Why we think this should be a priority**

Excellent care needs an excellent workforce. We need sufficient, professional and diverse social care and early years workforces that are skilled, valued and able to meet community needs.

## **What do we want to achieve?**

By 2050, Wales will have workforces that are diverse, respected and recognised as vital to our communities and economy. People working in social care and early years will feel valued, fairly rewarded and proud of their professional identity. Our regulatory role will continue to uphold high standards and public confidence, supporting a strong and trusted profession.

## **Who will be involved?**

We will work with the workforce, employers, managers and leaders who shape culture and practice. We will also work with education and training providers, policy makers, and regulators to ensure career pathways and standards reflect the needs of the sector. People who use care and support, and their families and carers, will help shape our understanding of what a valued workforce looks like.

## **By the end of 2032, to work towards building valued and skilled social care and early years workforces we will:**

- uphold professional standards and public confidence through our regulatory role.
- champion workforce recognition and fair reward, equality, cultural competence and the importance of the Welsh language.
- support careers and learning by investing in leadership development, strengthening pathways and improving access to high-quality training.
- work with employers, education providers and partners to share best practice and create opportunities for progression.

# Shaping the best possible future for social care

## Why we think this should be a priority

People in Wales need timely, integrated and quality support. As needs grow and people live longer, communities must have confidence in the resourcing, accessibility and quality of care and support.

## What do we want to achieve?

By 2050, we want care and support in Wales to be strong, sustainable and ready for the future. This means leaders working together across services and sectors to plan, improve and respond to changing needs.

We will use evidence, research and new ideas to help shape long-term approaches that give people more control and improve lives for years to come.

## Who will be involved?

We will work with partners across health, social care, local authorities and communities, as well as education and research organisations. People who use care and support, and their families, will be central to shaping future services.

## By the end of 2032, to work towards shaping the future of social care we will:

- work with partners on an ambitious future of care
- provide challenge and evidence to inspire transformation
- drive effective and long-term workforce and improvement strategies
- embed long-term thinking, involvement and shared responsibility, to help shape a system that is resilient, person-centred and prepared for future generations.

## What next?

Now we're asking you to help us make sure our five-year plan sets us off in the right direction. Are we focusing on the right things? Are we being bold enough? What will be the results of our work?

We need your feedback so we can be confident our work continues to respond to your needs and of your support in realising the ambition of our five-year plan.

Answer the following questions to help us move from these draft priorities to a strategic plan of action for the next five years.



# About you and your organisation

Are you responding to this engagement:

- a) individually
- b) on behalf of an organisation

If you're answering as an individual, are you:

- a person who uses care and support
- an early years worker
- a social care manager
- a social care worker
- a social work student
- the owner of a setting that provides care
- a Responsible Individual
- an employer of social care workers
- working in education
- a member of the public
- other (please tell us who):

If you're answering on behalf of an organisation, can you tell us which organisation?

# Engagement questions

**1. On a scale of 1 to 5, how bold is our vision for 2050?**

(1 = not bold, 5 = very bold)

1                       2                       3                       4                       5

**Please provide any comments below:**

**2. On a scale of 1 to 5, how clear are our three ambitions for 2027 to 32?**

(1 = unclear, 5 = very clear)

1                       2                       3                       4                       5

**Please provide any comments below:**

**3. How achievable are our ambitions for 2027 to 32?**

(1 = unrealistic, 5 = very realistic)

1                       2                       3                       4                       5

**Please provide any comments below:**

**4. What positive impact do you think these ambitions will have on people who use services?**

**5. What positive impact do you think these ambitions will have on people who work in social care and early years, their employers and services?**

**6. Do you have any other suggestions or considerations we should think about as we develop our long-term plan?**

**7. Would you like to be involved in the next stage of developing our Strategic Plan?**

Yes

No

If yes, can you please provide your name and email address below:

Name:

Email Address: