Gofal Cymdeithasol Cymru
Social Care Wales

About this framework

This framework helps social care, early years and childcare organisations create workplaces that support well-being for the people who work for them.

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Every part of our working life affects our well-being at work – including the environment we work in, the culture, how we feel about our job, who we work for, and the people we work with.

Working in social care or early years and childcare can be an inspiring and rewarding career, but we know that the pressures in these sectors can affect workforce well-being.

Evidence tells us that good workplace well-being makes a real difference. It means:

- we have a sense of purpose and achievement in our role
- we perform better if we're happier at work and we're confident in what we're doing, which means we support people better
- staff who feel supported at work are more likely to stay with an organisation.

We know that lots of organisations are already doing good work to support workforce well-being.

We've written this framework to help you build on what you're already doing to support well-being at work.

We've based the framework's themes on CIPD's domains of well-being.

You can see our themes as an infographic.

Positive cultures

The framework should help you to create a positive culture of well-being – where everyone can thrive, feels they belong, and is recognised for their individual talents, skills and contributions.

You can find out more about building positive cultures on the Insight Collective.