



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

# **Commitment 3.**

## **establish workplace cultures where everyone is involved and informed**

Guidance and resources to help establish workplace cultures where everyone is involved and informed.

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Go to <https://socialcare.wales/resources-guidance/health-and-well-being-resources/your-wellbeing-matters-workforce-health-and-wellbeing->

[framework/commitment-3-establish-workplace-cultures-where-everyone-is-involved-and-informed](#) for the latest version.

Guidance and resources to help establish workplace cultures where everyone is involved and informed.

People feel valued and respected when they have a voice and are included in change. This could be a change to how the organisation works or a change in the way you deliver care and support. In social care, early years and childcare, we understand the value of co-production. This is for people who work for us as well as the people we work with.

This links to the:

- Code of Professional Practice for [Social Care workers](#), sections 6.5 and 6.9

In an organisation this means:

- there are regular and consistent methods of seeking the views of staff
- staff have a voice in the decisions that affect them
- staff are asked about their health and well-being, the working environment and how the organisation can improve
- change and development is co-designed with staff
- staff are informed of the results of their feedback
- staff see action as a result of their input.

**To do this, organisations can:**

- involve staff in changes to the organisation, including any changes to policies and procedures
- establish ways for staff to have their voice heard, such as staff surveys, staff forums and representatives and information on unions

- establish a well-being survey for staff, or similar method to help you understand what affects your staff well-being
- clearly communicate with staff how you have taken action as a result of their input.

### **As a manager I:**

- get involved in changing and improving my organisation and encourage my staff to do the same
- promote and take part in staff surveys and other opportunities to say how I'm feeling
- share changes with staff that have happened as a result of their feedback.

### **As an individual I:**

- get involved in changing and improving my organisation
- take part in staff surveys and other opportunities to say how I'm feeling
- take time to look at the support available to me
- don't have to wait to be asked to make a suggestion or contribute to change.

## **Where can I see examples?**

For organisations

- [Survey questions to measure well-being](#) (English only) - **What Works Wellbeing**

A bank of questions that you can use to measure well-being in the workplace.