



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

Commitment 4.

prioritise a culture of

continuous learning

and development

Guidance and resources to help prioritise a culture of continuous learning and development.

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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-4-prioritise-a-culture-of-continuous-learning-and-development> for the latest version.

Guidance and resources to help prioritise a culture of continuous learning and development.

Feeling fulfilled in work can improve our well-being. We recognise that working in social care, early years and childcare is a skilled job and our workforce needs to be supported to learn and grow and feel confident and competent in the work that they do. People learn in different ways. We can create positive learning environments where staff are nurtured, feel a sense of purpose and belonging.

As a registered workforce, it's important we support staff to be trained and offered opportunities to continue their professional development.

This links to the:

- Code of Practice for [Social Care employers](#), sections 1.1 and 1.2

In an organisation this means:

- an inspiring place to work, where we celebrate what we do well
- a culture of planned, continuous learning and development
- creating a positive learning environment, where staff can learn from each other
- training staff adequately and appropriately to do their job from the start
- supporting staff and managers when they change roles, including moving into management roles
- equal access to appropriate learning and development opportunities
- people who want to progress are supported and trained to do so.

As a manager I:

- inspire others to learn by learning myself
- encourage people to learn and develop by protecting time for them to do so
- ask for time for my own learning and development.

As an individual I:

- take the opportunities to learn when I can
- share my learning with others in my team or organisation
- know what I'm required to do to remain competent and knowledgeable.

Where can I see examples?

For organisations

The five ways of working - DEEP Cymru

Helps you create better learning environments. **SENSES framework**

Helps nurture positive learning environments.

For managers

- **Principles and processes of reflective practice** (English only) - **Iriss**
Introduces learners to some of the principles and processes involved in becoming a reflective practitioner.
- **All Wales induction framework (AWIF) for social care managers** - **Social Care Wales**
Explains the knowledge and practice that should be shown over time by social care managers who are new to their role.

For workers

- **Principles and processes of reflective practice** (English only) - **Iriss**
Introduces learners to some of the principles and processes involved in

becoming a reflective practitioner.

- **Continuing professional development (CPD) - Social Care Wales**

A toolkit to help workers take responsibility for their professional development.

For everyone

- **Codes of practice for the registered workforce - Social Care Wales**

The Code of Practice that all registered workers must comply with.

- **Continuing professional development (CPD) in early years and childcare - Social Care Wales**

A guide for continued professional development for early years and childcare workers.

- **Money guiders - Money and Pensions Service**

Advice and support on having conversations about money and financial well-being.

- **Financial well-being stories - Money and Pensions Service**

Videos showing the links between money and well-being.