



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

Who this framework is for

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This framework is for the social care, early years and childcare sector and its workforce.

When we talk about the sector, we mean local authorities, independent or private and third sector organisations and settings that deliver social care, early years or childcare.

When we talk about workforce, we mean people who work in social care, early years and childcare.

This workforce includes a wide range of roles with different levels of responsibility. The workforce includes people who are self-employed, such as childminders and personal assistants. Some may be volunteers, and some may be employed.

This framework has three categories, with specific actions for:

- organisations (the employers)
- managers (managers with responsibility for staff)
- individual members of staff in the workforce).