

# Social Care Leaders

## Vision for a future workforce strategy

### The future we want

*We all want to live in the place we call home with the people and things that we love, in communities where we look out for one another, doing the things that matter to us.<sup>1</sup>*

We want to see the principles of the Care Act 2014 embedded in social care: Empowerment of people, Prevention, Proportionality, Protection, Partnership with services offering local solutions to their communities and accountability and transparency.

To achieve this, we need to have a sustainable social care workforce for the future, given the increasing demand for support as the population grows and ages, and as care moves closer to home, become more integrated, and new models emerge. This will require a coordinated commitment to the workforce, delivered through a workforce strategy or people plan.

The strategy should also reflect how people have expressed their wishes and expectations<sup>2</sup>;

I am supported by people who see me as a unique person with strengths, abilities, and aspirations.

I am supported by people who listen carefully, so they know what matters to me and how to support me to live the life I want.

I am supported to make decisions by people who see things from my point of view, with concern for what matters to me, my wellbeing and health.

I have considerate support delivered by competent people.

Reform for the workforce, valuing people who draw on social care and shifting towards this vision must go hand in hand. T and

support t recognises that should be true partners in how they are supported.

To achieve the vision, we want to see the following:

1. Staff are recognised, valued and rewarded
2. Invest in training, qualification and support
3. Clear career pathways and development opportunities
4. Building and enhancing social justice, equality and diversity

Government Association (LGA), Skills for Care, Social Care Institute for Excellence (SCIE)  
and



## **2. Invest in training, qualifications, and support**

Social care and support

3.

#### 4. Building and enhancing social justice, equality, diversity and inclusion in the workforce

Social care reform more widely should ensure there are no barriers to equal access to care and support at the point of need. There is evidence that some communities are less likely to receive social care due to lack of understanding of its availability, discrimination and/or some cultural norms where help is less likely to be asked for. We need to understand the barriers to care, and ensure the workforce is well equipped to be inclusive and understanding. We want commissioners and the workforce to reflect and understand the needs of the communities and people it serves and supports including with regard to responsibilities such as those under the public sector equality duty.

We also need to address barriers to work and progression for workers who identify as Black, Asian and minority ethnic. Skills for Care conducted a survey in Summer 2020 on the experience of people identifying as Black, Asian and minority ethnic during the pandemic and working in social care. The survey attracted over 500 respondents who highlighted their experiences of institutional and systematic racism, and a lack of development opportunities leading to underrepresentation in senior roles. We know we need to:

- Work to better understand the impact of COVID 19 on Black, Asian and minority ethnic people and other groups in the workforce, in order to support them to be safe;
- If policy is going to reflect diverse communities then there is a clear need to engage with these communities on all levels so that we can develop policies that work for everyone. We also need to support work such as the Workforce Race Equality Standard (WRES) pilot so we can better understand the challenges faced.

- Addressing inequalities and safeguarding those in the workforce who are vulnerable by raising awareness and developing skills and practices that mitigate risk;

- Continuing to increase the diversity and inclusiveness of the workforce, creating career opportunities that appeal to all parts of the community.

The UK is reliant on a fair and balanced immigration system to ensure that as a nation we can recruit the skilled staff we need and the h1 0 0 1 178.46 364.0DTf1 008871 0 595.32 ccf0 01tes



6.



## **Developing and implementing a workforce strategy**

For a national workforce strategy to be successful it needs to:

Be fully co-produced with people who use services and people who work in social care – their needs and aspirations is the central question. This will enable it to be anchored in the vision of improving the quality of life of the people who draw down on care and support. It should

**Developed by**

Association of Directors of Adult Social Services (ADASS)

Care Provider Alliance (CPA)

Care and Support Alliance (CSA)

Local Government Association (LGA)

Skills for Care

Social Care Institute for Excellence (SCIE)

Think Local Act Personal (TLAP)

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