



## A message from our CEO

At Skills for Care, our vision is of a fair and just society, where people can access the advice, care and support they need to



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# Supporting culture and diversity

We work to ensure the workforce is treated equally, feels included and valued, and is supported to stay well and pursue their careers in social care.

We do this by using evidence to identify the issues - and developing frameworks, training, resources and communities to improve equality, diversity and inclusion and strengthen leadership.

## Highlights in 2022/23

Our **Moving Up** development programme helped people from diverse backgrounds with progression, networking and support. Participants' belief in their ability to influence equality, diversity and inclusion increased by **26%** by the end of the programme.

We worked with the University of Strathclyde and the LGBT Foundation to develop a **learning framework for knowledge, skills, and values for working affirmatively with LGBTQ+ people in later life.**

We developed a **[Content with Difference](#)** resource and summary guide on racism.

We launched our **[leadership brochure](#)** outlining the support we offer and hot topics for leaders - and explaining the importance of developing leadership skills for, aspiring, existing and senior leaders.

We worked with partners through the National Wellbeing Strategic Steering Group - and this year we revised our **Creating a Positive Workplace Culture Toolkit**, which has been viewed **11,215** times.



We're delighted to see the LGBTQ+ Framework [...] that will enable us as a care and support provider to further consider the needs and preferences of people using our services. The Framework provides a structure for the continuous improvement of our learning resources and cultural awareness, as well as providing competence checks for use within our workforce development.

Head of learning and development at a care provider



# Improving the social care system

We work to ensure the adult social care system is well funded, supports people to live the lives that they choose, and attracts the right people to the workforce.

We do this by gathering and analysing workforce intelligence data through our Adult Social Care Workforce Data Set (ASC-WDS), using our intelligence and insight from the sector to support local and national partners in strategy and policy development, and supporting social care within Integrated Care Systems (ICSs).

## Highlights in 2022/23

ASC-WDS is the engine that drives our workforce intelligence, collecting rich data that helps us identify, understand and tackle the challenges the sector is facing. **51%** of CQC regulated workplaces were using **ASC-WDS** at the end of February 2023 – **14,114** workplaces. This makes the data very reliable. There were over **10 million** page views of **ASC-WDS**.

Recognition and understanding of social care are essential to the success of integration. We **worked directly with over 80% of Integrated Care Systems** and we were members of **32 of the 42** People Boards.

We provided a detailed **written submission to the [Hewitt Review of Integrated Care Systems](#)**.

In partnership with NHS Employers, the Local Government Association (LGA) and the Association of Directors of Adult Social Services (ADASS), we produced an **[online guide to help system leaders to plan for an integrated workforce](#)**. It was accessed by **3,500** people in the first 6 weeks after publication.

We worked closely with DHSC to help **shape key integration guidance** such as the **[preparation of integrated care strategies](#)** and the **[principles for integrated care partnerships engaging with adult social care](#)**.

Registered managers are at the heart of every outstanding provider, working hard to create a person-centred culture that delivers high-quality care. We connected over **7,000** managers to a **Registered Manager Network** – which creates opportunities for managers to learn from others in their local area and tackle challenges together.

I make it a priority to come to the Registered Manager Network meetings. There is just so much to our role that I can't possibly know all the answers. Part of the meeting is to network with others who have similar experiences and to learn from them. We support each other and bring back ideas to our own service that directly benefits our staff and service users.

Registered Manager who attended an event on strategic workforce planning

# Our priorities for 2023/24

## Supporting workforce capabilities

Working in partnership with DHSC on the development of the Care Workforce Pathway which was a commitment in the Government's People at the Heart of Care white paper to ensure it reflects the skills, behaviours and expertise needed to deliver high-quality, personalised, compassionate care and support in collaboration with the sector.

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