Gofal Cymdeithasol Cymru
Social Care Wales

Words we've used in this framework

Explains words we've used in the health and well-being framework.

First published: 9 November 2026
Last updated: 9 November 2026

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> Go to https://socialcare.wales/resources-guidance/health-and-well-being-resources/your-wellbeing-matters-workforce-health-and-wellbeing-framework/words-weve-used-in-this-framework for the latest version.

Workforce

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

The workforce includes a wide range of roles in a range of organisation types, 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.

Positive culture

By culture, we mean ‘the way things are done around here’.

This includes an organisation’s leadership style, its values and behaviours, systems and processes and the partnerships that underpin the way it works.

The culture of our organisations affects how we deliver care and support, and the quality of services – including how well we support the well-being outcomes of people who receive care and support, and how staff feel about their work.

Well-being at work

Our well-being at work covers every part of our working life, including the environment we work in, how we feel about our work, the organisation and the people we work with.