



The Care Workers' Charity Monthly Briefing

Date: September 2025

Introduction: The Care Workers Charity (CWC) committed to support and advocate for care workers across the UK. Each month, we collect insights and updates from our advocacy efforts, the Care Worker Advisory Board, and data collected from crisis grants and online communications with care workers. This briefing aims to inform policymakers and stakeholders of the ongoing challenges for the care sector workforce and the collective action needed to address them.

1. Advocacy Work Updates: The CWC continues to represent care workers' voices at key stakeholder meetings, including:

- Skills for Care: Workforce Strategy Oversight Executive Meeting Group
- Department of Health and Social Care (DHSC): Workforce Advisory Group
- IMPACT
- Centre for Care
- The Kings Fund
- Throughout the month, our CEO has actively participated in multiple meetings and webinars to ensure the experiences and perspectives of care workers are consistently represented at national and sectoral levels.

2. Insights from The Care Worker Advisory Board and Champions Project:

- This month has been an important one for centring care worker voices in national discussions. Earlier in September, we held a member-facilitated session with our Advisory Board, where the main focus was the Fair Pay Agreement. Care workers shared both their concerns and their hopes, articulating what they would like to see reflected in the agreement.
- We also convened a roundtable with DHSC, where 30 care workers participated in discussions on professionalisation and the care workforce pathway, delegated health tasks, and the Fair Pay Agreement. Care workers spoke openly and honestly about their experiences, bringing their expertise and lived knowledge to the forefront of the conversation.
- From 12–19th September, we hosted Professional Care Workers' Week, which proved a great success. The week became a hub for shared learning, and we were proud to have members of our Advisory Board and Champions Project represented on panels to ensure conversations remained centred on the workforce.
- On 17 September, we held our Afternoon Tea at the House of Lords, where one of our Advisory Board members delivered a powerful speech to attendees. It was a privilege to celebrate the first year of the Advisory Board



and Champions Project alongside care workers and to reflect on the progress made so far.

- We are incredibly proud of all that has been achieved this month in elevating care worker voices, and we are excited to see how the Advisory Board and Champions Project continues to grow and influence in the year ahead.

3. Financial Grants:

- Total number of Applications received – 33 (includes financial applications at all current stages for all grants)
- Total amount spent this month – £9,700.00
- Majority of the grants were awarded via Crisis Grants only.
- Applications this month were towards 9 areas in care workers' lives that require financial support. These were (in order of high applications) Daily living costs, Car repairs, Household items, Travel expenses, DRO/Bankruptcy, Funeral expenses, Health improvement aids, Moving costs and Travel expenses.
- High number of Care workers/Support workers.
- Care workers continue to struggle with daily living costs along with travel-related expenses. A lot of care workers have been missing on shifts from work due to medical circumstances which are prolonged illness. Due to this they are constantly living with very little for the month and not able to purchase food due to outgoings spent on utility bills. Those that have not worked at all are really struggling and cannot afford to use public transport to get to their medical appointments.

4. Mental Health Wellbeing (MHWB)

- One application has been approved, costing £648 for 10 sessions. This is being utilized from some budget we currently have. The sessions are being utilised for a care worker that is going through unexpected bereavement.

5. Success Stories and Positive Outcomes

Anna has been a Senior Care Worker for over 12 years. That's where she originally met her husband, Mark, who lives with multiple sclerosis. With two young children, family life can be a little hectic. So when Mark's condition suddenly got worse and he had compromised mobility, he had to stop working and Anna became both breadwinner and carer.

Juggling her job and taking care of her family was going to be tough but she received some help,

"I'd already been offered a care assessment by the Local Authority to help to redesign the ground floor to make a bedroom and bathroom for Mark. I'd secured a



disabled facilities grant and we also made a large family contributed towards the costs. We had no more savings and needed help to buy a large washer, that was large enough to wash Mark's bedding."

Anna reached out to The Care Workers' Charity and applied for a small grant online.

"I applied online and thought that I might not get any more help, but after I sent in my documents The Care Workers' Charity gave me a grant to buy the washer we desperately needed. It's not easy but work has been really flexible and we are finally getting somewhere."

6. Calls to Action

We urge MP's and stakeholders to take the following action:

- **Champion Co-Production:** Embed care worker co-production into the design on policies, training and workplace practises. Support and promote initiatives that embed care worker voices at every stage.
- **Fair Pay Agreement:** We urge MPs and stakeholders to fully commit to delivering a *funded and enforceable Fair Pay Agreement* for the adult social care sector. Ongoing engagement with care workers must be embedded throughout the process to ensure the agreement reflects the realities of the workforce it seeks to support.
- **Address the Continued Impact of the Cost-of-Living Pressures in the Care Sector:** Push and advocate for an urgent review of pay, travel expense reimbursements, sick pay and financial protections for care workers.
- **Delegated Health Tasks:** Introduce clear national guidance and protections for delegated healthcare tasks, ensuring care workers receive proper pay, training, consent, and support, with no expectation to carry out medical duties beyond their role or competence.
- **Work With Our Advisory Board and Champions:** Our Advisory Board and Champions Project is made up of incredible care workers who bring valuable insight. If you'd like to collaborate with them, get in touch.

For further information or to discuss any points raised, please contact us at olivia@thecwc.org.uk.