

# Her Voice, Our Insight:

## Women's Stories In Social Care

### INTERNATIONAL **WOMEN'S DAY**

**Women are the backbone of social care in the UK**, providing vital support and care to vulnerable individuals. But what are their experiences on the job? Our latest survey\* delves into the world of women in social

care, exploring the highs and lows of their work. From heartwarming moments to difficult challenges, discover what makes this profession so special for women across the country.

### SHARING THE LOVE

**45%**  
OF WOMEN

...said they find **caring for their residents** the most rewarding part of the job

**35%**  
OF WOMEN

...most enjoy the feeling that they're **improving their residents' lives** and making change happen

**15%**  
OF WOMEN

...loved seeing **their staff flourish**



### FROM COMPASSION TO CHALLENGES:

While a large majority of women didn't report any difficulties at work...

**44.6%**  
OF WOMEN

have unfortunately faced challenges and discrimination in the workplace.

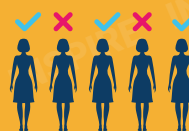
Of that percentage, we found there to be **3 common challenges:**



APPROXIMATELY

**4 in 10**

people experienced bullying, discrimination and/or racism



**11%**

expressed concerns regarding recruitment, staffing and rotas



**3.3%**

are experiencing burnout



## THE ROAD AHEAD:

As we navigate the landscape of women's experiences in social care, their voices illuminate the path forward. Here, we share their perspectives of what lies ahead, and the actionable steps needed to positively boost women's experiences in social care.

- **Better options/flexibility** for returning to work after maternity leave.
- I think I speak for all social care professionals that we should be **recognised for the job we do and paid a decent wage** instead of being told we are only carers. We are not only carers, we are advocates for our clients and do a good job.
- **No more bullying** and more inclusion.
- **Higher wages** equals less staff shortages.
- **Working as a team** and encouraging women to be empowered in their care specialties.
- **Better scheduling; less clients**, better management of staff & care towards staff.
- **Recognition of pay gaps** unless you run your own company. Opportunities at board level are not always open to women.
- **Proper training** in various aspects of social care life. To help women to develop confidence by equipping them with the necessary skills to manage social care work. To develop a clear understanding of what is involved in social care and to be flexible in their approach. Women should be recognised by their remuneration as well. A good pay package.



## BREAKING BARRIERS, BUILDING BRIDGES:



**55.9%**  
OF WOMEN

would value joining an online women's social care group for networking and support. Thus, highlighting a strong need for a supportive network.

**67%**  
OF WOMEN  
have been working  
in social care for

**10+**  
years



Women make up **81%** of the adult social care workforce.

**45**  
YEARS OLD

...is the average  
age of a social  
care worker

### Ethnicity:\*\*

- 74%** White
- 14%** Black/ African/ Caribbean/ Black British
- 9%** Asian/ Asian British