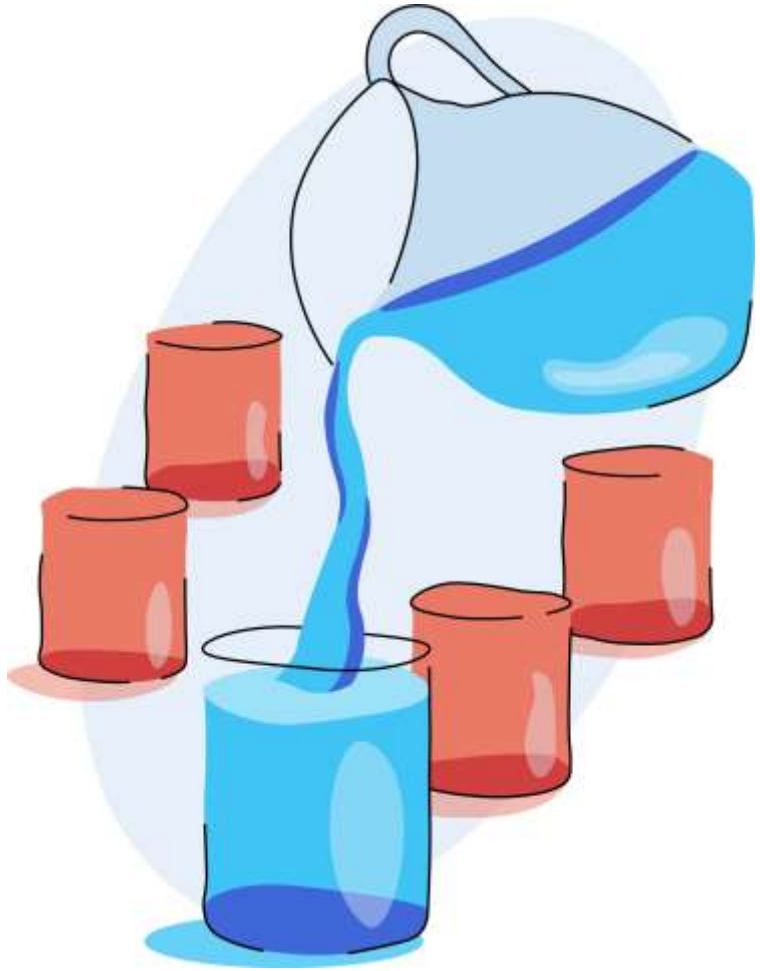
TRESACARE

You Can’t Pour From an Empty Cup



Wellbeing in Adult Social Care

For Thames Valley Care Association Alliance

Elizabeth Beh · Founder & CEO, Tresacare

Berkshire Care Association – Raising Standards

Oxfordshire Association of Care Providers – OACP

Buckinghamshire Care Providers Association

NHS Thames Valley





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We care for care workers

1,000+ care workers supported since 2022

2025 1st Prize, SCIE Social Care Impact Awards

2024 Winner, Entrepreneurs' Award for Social Innovation

2023 Winner, Care Innovation Challenge, National Care Forum

A SELECTION OF OUR CLIENTS AND PARTNERS

SESCA South East Social Care Alliance · citizensUK · WoRC Work Rights Centre · My home life England · Care Providers' Voice · CORSERV CARE · enham trust · St Christopher's St David's · St Mary's University Twickenham London · The Art of Dying Well · Lakefield



YOUR TURN · HANDS UP

Hands up if…

…you worked in care during COVID

…you've seen a colleague burn out, or felt it yourself

…you had the support you needed to recover

That gap is what we're here to talk about.

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CQC Single Assessment Framework · Caring · Workforce wellbeing and enablement

Wellbeing isn’t a nice-to-have. It’s in the framework.

> ***We care about and promote the wellbeing of our staff, and we support and enable them to always deliver person-centred care.***

Expected of providers, commissioners and system leaders.

Source: Care Quality Commission, Single Assessment Framework

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The state of our workforce

42%
feel unhappy or depressed

1 in 3
say their job harms their mental health

72%
don't feel financially secure

37%
are actively considering leaving

87% feel they make a real difference

~50% Only around half feel their workplace gives adequate mental health support

The commitment is there. The support isn't.

Source: The Care Workers' Charity, Care Worker Wellbeing Survey 2025 (2,000+ care workers)

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THE FEAR NOW

What our teams are carrying

- CQC inspections
- Safeguarding
- Staffing & HR
- Financial pressure & cost of living

1 in 5 And managers absorb it all: 1 in 5 registered managers left their role last year

Source: Skills for Care, State of the Adult Social Care Sector and Workforce 2023/24

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The long shadow of COVID

58%

of UK health and social care workers met the threshold for clinically significant PTSD, anxiety or depression after the first wave

40%

of adult social care staff reported potentially morally injurious experiences (2022)

One of the risk factors? Not being able to talk to their manager when they weren't coping.

Sources: Greene et al., European Journal of Psychotraumatology, 2021 (UCL Frontline-COVID study); "Living with Covid", Journal of Long-Term Care, 2025

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YOUR TURN · IN PAIRS

Turn to the person next to you



What was your experience of working in care during COVID?

- What was most challenging?
- What helped you to cope?

In pairs · 3 minutes

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YOUR TURN · TOGETHER

Let’s top up our cups



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You’ve just experienced it



Peer support groups

That conversation with your neighbour



Workforce development training

Like the Wellbeing Champion Programme



Wellbeing Gyms

That moment of movement and breath

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Because no one can pour from an empty cup

That’s why Tresacare exists: to care for care workers, and keep their cups topped up.

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A CASE STUDY

Wellbeing Champion Programme



WEEK 1 · IN PERSON

Launch & foundations

WEEKS 2–7 · ONLINE

Six sessions of learning, reflection & peer connection

WEEK 8 · IN PERSON

Graduation: Champions present to senior leaders

7 Wellbeing Champions and the Senior Management Team learnt side by side, building a shared language for wellbeing.

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In their words

> It’s okay not to be okay.
>
> — Wellbeing Champion

> The pause before reacting.
>
> — Wellbeing Champion

> I learned how to support others rather than trying to solve their problems.
>
> — Wellbeing Champion

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What changed

Emotional resilience rated “Strong”

Before  **1 of 6**

After  **4 of 6**

6/6 rated the programme 5 out of 5

6/6 feel a stronger sense of belonging with their team

6/6 feel better able to look after their own wellbeing

Stress management and overall wellbeing also rose (2 → 4 of 6 rating “Strong”).

Source: Programme feedback survey, August 2026 (6 respondents)

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And it’s not a one-off

7 care organisations in North East London, after our pilot programme

93% **of care managers saw improved quality of care**

96% **of care workers showed increased retention**

100% **of care workers reported improved wellbeing**

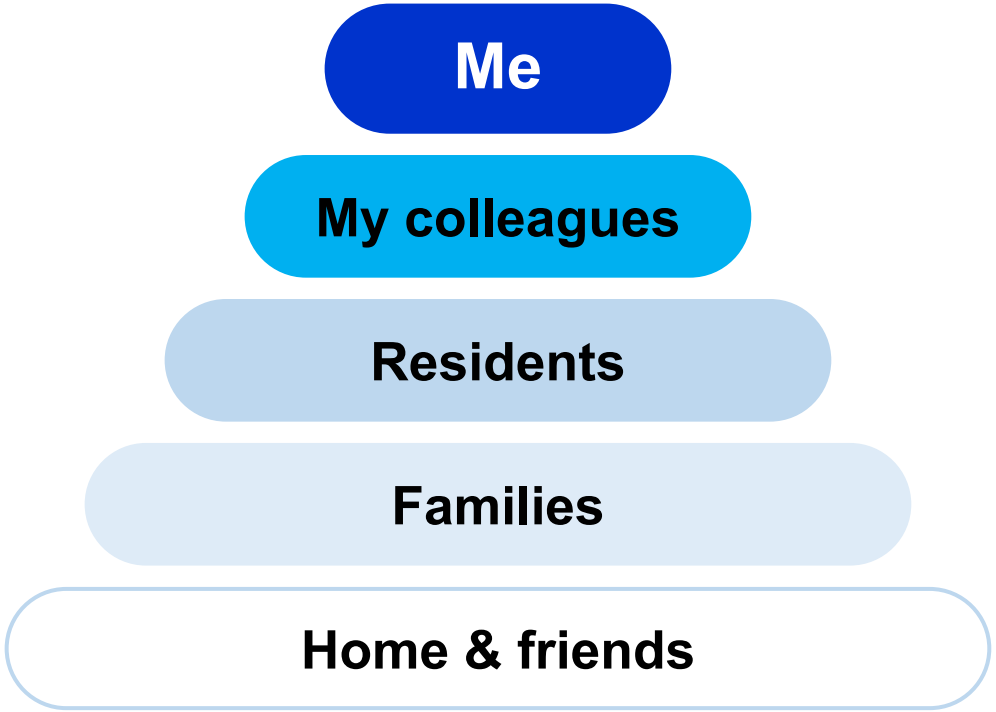


Source: Tresacare Impact Report 2023

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The ripple effect

When staff feel supported, they pass it on.



"You have helped everyone bring the best out in themselves and each other… which I know will continue in every aspect of their work and day-to-day lives."

"A truly remarkable event for the individuals and for us as a company."

— Care Home Manager & Registered Manager

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Three key takeaways

1

Wellbeing is part of quality care

It’s in the CQC framework. What would your evidence look like?

2

Care for the carers, managers too

Give your teams, and yourself, a safe space to talk and recover.

3

Grow it from within

Wellbeing Champions carry a culture of wellbeing into your organisation’s DNA.

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Questions & Answers



Let’s keep the conversation going

liz@tresacare.com

www.tresacare.com

Book a call with me

If today brought anything up, support is available: The Care Workers’ Charity · Samaritans 116 123

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