



So you can be **YOU**

Response to the Social Care Fair Pay Agreement Consultation



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We hope the **Social Care Fair Pay Agreement** will mean **fair pay** for all support workers and **carers**.

Alice says – “Everyone should be paid fairly because if it wasn’t for them, my life would be so much harder. I’m concerned that without a fair agreement, carers won’t care as much because they won’t feel valued. This feels like a red flag.”



Red flag means a warning something is wrong



If support workers are paid fairly, it could mean people stay in the same job. Having the same people support us is very important. It helps us feel **safe, understood, and in control of our lives**.

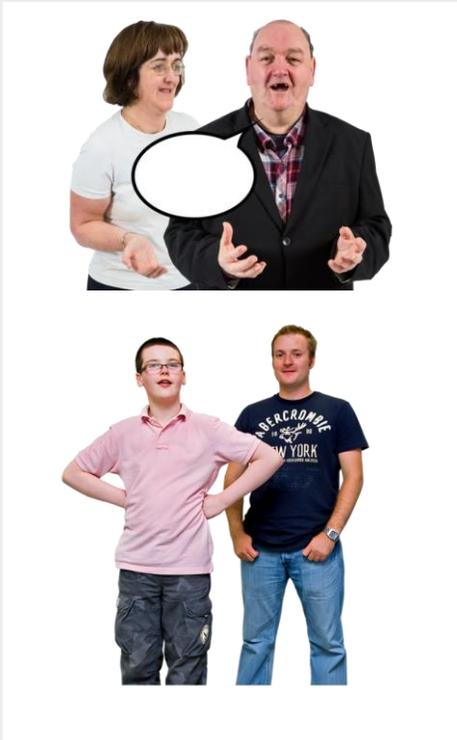
We want them to know we **value them**.



Kelsey says – “Before I had support, I hadn’t really learnt any life skills – now I live by myself and feel confident doing many things alone. If I hadn’t had such good support, I would probably be living on crisps and biscuits and not having such a great life and achieving so many things, like an important job and a nice home.”



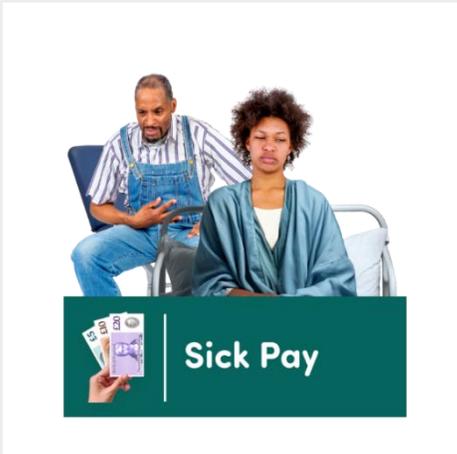
Jordan says – “There is massive value in supporting someone to achieve something that they couldn’t do without that support. That impact deserves to be recognised fairly. If we pay people much less than they could earn in other jobs – like shops and supermarkets. We (people supported) are always at risk of losing good people who mean a lot to us or struggling to recruit people who have the right skills. They will choose to work somewhere else that pays them better.”



We hope the Fair Pay Agreement will make it easier to find and keep good support workers.

As a council it is important because good, consistent support helps us plan our lives, build relationships, and do the things that matter to us.

Emma says - “When someone is spending 20 or 30 hours in my home every week, we need to know each other and trust each other. Finding someone to support who is in tune with you is a God send.”



We think the agreement should include fair sick pay.

Alice says - “If people come to work ill because they can’t be without pay, they will make themselves worse, make themselves stressed, and are off work longer”.



Marc says - “Support workers should be paid fairly to be off work when they are ill. People shouldn’t come to work with us when they are sick because they might spread it to others. I’ve recently ended up ill and it’s meant I’ve not been able to do anything”.



We also think **training** is important.

Marc says - “My support workers are stars because they know what they are doing and know me well. I need people to know how to support me with things like lifting and hoisting me. I worry about feeling safe. When people are trained properly, I feel less worried”.

Alice says - “People who aren’t trained well might be a **liability**. I’d worry that they aren’t going to do a proper job. If they are trained well and get a fair amount of money, they would likely have a different attitude, and I think their communication would be better too”.



Liability – means not safe



We feel it is important that **everyone affected by social care has a voice** in the Fair Pay Agreement.

Kelsey says - “We want the chance to speak up for the people who support us to help make things fair for them. People who are supported need social care to work well so they can have an ordinary life”.



We are disappointed that people with **lived experience** are not part of the group making decisions about the agreement.



The consultation survey was **long and hard to understand**.



People who receive support should be involved in decisions about fair pay for support workers.

We want to understand how **we** will benefit from better pay and conditions for support workers.



Changes in social care often affect our lives and can leave us feeling **less in control**. We want to know that:

- decisions will **not be rushed**
- disagreements about pay will **not affect our support**
- changes will be **explained** in ways we understand.



We want to know **what is being decided, why, and how it will affect us**.

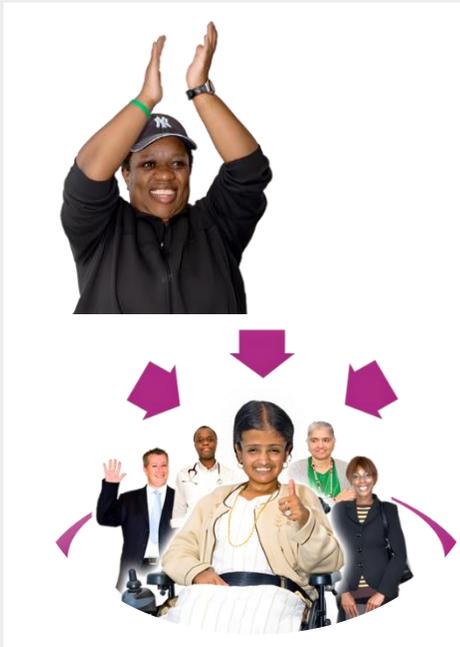
Kelsey says - “When things change and my support is affected, I feel like I’m pushed to the side as if my life is not a priority. I can end up feeling isolated or like I don’t belong in the world.

Everything has a massive hit – more than you’d think.”



We are sharing our response to **speak up for people supported by Dimensions.**

We think **fair pay for social care workers**, will mean they can stay in their jobs, build good relationships with us, and feel valued for the important work they do



Jordan says - “During lockdown, we all recognised that care workers were ‘key workers’ and unsung heroes – we clapped for them every Thursday. It feels like people have quickly forgotten the important role care workers play in our communities. This agreement needs to reflect the respect we showed care workers during COVID and the government needs to provide the funding to make it possible”.

Better Lives for More People

Dimensions supports adults with learning disabilities, autistic people, individuals with complex health or forensic needs, and those with a history of behaviours of distress.

The people we support and their families are at the heart of everything we do. We want every person we support to have a great, ordinary, active life as part of their local community.

Find out more

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