

Workforce Wellbeing Fund for Adult Social Work and Social Care

Frequently Asked Questions

This document will be updated with answers to queries we receive as they arise.

Last updated: 15 March 2022

What kind of things can I apply for?

We have deliberately not listed example projects as we want ideas for improving wellbeing to come from staff themselves. Projects could be for things like team or individual activities, or items/equipment that are kept at the workplace and can be used by everyone, or which are distributed to and retained by individuals. Activities and items do not need to be connected to the job that staff do and should not be about improving their performance at work, but about improving their wellbeing.

If the project involves staff taking time out of their working hours which needs covered, they should not be responsible for covering each others time out as this may negatively impact on their wellbeing. The employer organisation must manage and pay for any backfill required.

There are some things that will not be funded. See the section 'What can be applied for' in the Guidance notes for details. You can find the Guidance notes on the [Fund page](#) on the Inspiring Scotland website.

Can I include costs for buying alcohol in our application?

No, the funding cannot be used to purchase any alcohol.

What budget information should I provide and in what format?

Provide a list of things that you want to purchase to deliver the project. Ideally this will be a table in Word or Excel, that breakdowns the total amount being requested into individual budget headlines which group similar things together. For example:

Item requested Describe what is being purchased <i>(tell us what the service, item or equipment is)</i>	Cost
Service A from Supplier B	£849
Service X from Supplier Y	£1500
50 x specific items	£379
10 x specific equipment	£599
Total requested	£3327

It has to be clear from your application what you intend to spend the funding on and how much things costs, so don't group too many things together on one row in your budget. If it is unclear what you will purchase or how much it costs, we may not be able to assess your application.

Upload your completed budget document to the application form at Section 3.

Can I apply to this fund for a contribution towards a bigger and more expensive project?

Yes, but you will need to be able to explain in your application how you will source funds to pay for the rest of the project and have a reasonable plan for doing this if the funds are not already secured.

Do the staff who will benefit from the wellbeing activity being applied for have to be SSSC registered?

No. Staff can either be SSSC registered OR employed to deliver a service that is Care Inspectorate registered to be able to apply to the Fund. Occupational Therapists employed by local authorities are also able to apply. Staff must however work in services supporting adults.

Do all the staff in the team applying need to be social workers or social care staff?

This Fund is primarily to support staff that deliver hands on social work and social care support. We recognise however, that it may be difficult for smaller organisations in particular to distinguish between staff working in roles which provide hands on care and support, and those that are in other closely connected roles which are vital for the service delivery. Applications will therefore be considered for the benefit of all of the staff involved in delivering the service.

Exceptions to this would be separate departments in larger organisations, such as HR, IT, finance, admin etc which are not closely connected to the hands on service delivery and which cannot apply. This is to protect the money for social work and social care staff.

Can staff working in health roles apply?

As this Fund is to benefit staff working in adult social work or social care services, staff employed by health services are not able to apply. Staff delivering services that may have a health function, but who are employed to deliver a Care Inspectorate registered service can apply. Occupational Therapists employed by local authorities are also able to apply.

Can social work students and social work assistants benefit from this funding?

Yes, social work students and social work assistants can benefit from this funding, where they are part of a team delivering social work or social care services.

Can staff working in children's services or services that support both children and adults apply?

No. This fund is for staff working in social work or social care services that support adults. Only services registered as an adult service or falling under adult services in the relevant local authority can apply. If you are unsure, check with your employer.

Children services are not eligible as this is protected funding for adult services.

Can adult social care Personal Assistants employed by individuals apply to this fund?

No, individuals cannot apply. Staff must be SSSC registered or employed by a Care Inspectorate Registered services to be able to apply.

How big does a team or service need to be to apply?

We encourage smaller teams and services to apply. We expect applications to be for the benefit of at least three people. Individuals are not able to apply for the fund, and all teams must be attached to an organisation.

Do staff need to work for a particular type of organisation, like a registered company or charity to apply?

Organisations involved in applications can be from the private, public or voluntary sector. They do not need to be a registered company, charity or any other type of organisation to apply, but we must be able to independently verify the organisation's details and confirm that they deliver adult social work or social care services.

Can my team or organisation submit more than one application?

Your individual team or organisation can submit one application for up to £5000 and one application for up to £10,000. However these have to be for different ideas and cannot be combined to fund a larger project.

PLEASE NOTE - there is a finite amount of funding available, and we are trying to get a good distribution of funding across sectors and size of organisations and geographies. Please keep this in mind when planning an application as it is very

unlikely that an individual team or organisation will receive multiple grants to the disadvantage of other teams and providers.

If my application is not successful can I apply again?

If your application is not successful you cannot apply again for the same project.

If the application deadline of 29 July has not passed you can apply again for a different project, which must also be based on staff ideas for improving their wellbeing.

If I miss the application deadline will my application still be considered?

You can apply anytime from 1st February 2022, but applications received after noon on 29 July 2022 will not be assessed.