Social Care Workforce Race Equality Standard, 2023 report

Supporting a diverse workforce Quality improvement programme

March 2024

skillsforcare

Social Care WRES

Acknowledgements

Terminology used in this report

We will be using the term minority ethnic because of its utility in surveying public-policy outcomes. However, we acknowledge the documented concerns that some ways of categorising ethnicity have not reflected how people recognise themselves and their self-identity.

The definitions of ethnicity we are using are based on the Office for National Statistics – Census 2021.

The narrative used is best practice language as advised by Skills for Care's Race Equity Reference Group.

Foreword from our CEO

I am proud that Skills for Care has supported the Social Care Workforce Race Equality Standard (SC-WRES) for a new round of data collection, peer-to-peer support and action planning in 2023-24. We see SC-WRES as owned by the social care sector, as is reflected by the powerful support included in this report. As such, we consider Skills for Care has been honoured to be a custodian of SC-WRES. We thank the many contributors to this report, including the SC-WRES Advisory Group, for their important work over many years, blazing a trail for race equity and the SC-WRES Improvement Programme.

Organisations participating in the SC-WRES use nine metrics to measure, share and improve the experiences of people from minoritised ethnic backgrounds. The framework draws on clear improvement methodology that has been well-tested in the NHS and adapted for social care and helps us drive real organisational change towards race equity.

The test phase of the SC-WRES ran across 18 local authorities from April 2021 to June 2022 and is used, where appropriate, for comparative data in this report, running across 23 local authorities. The nine indicators allow organisations to compare staff experience across issues including bullying, harassment, and learning and development. The data collected concerning minoritised ethnic employees is compared with the data about white employees. Local authorities create action plans to address what emerges from the data with short, medium, and long-term measurable goals.

While the results indicate much work ahead, for example, staff with a Black, Asian and minoritised ethnic background were half as likely to be appointed from shortlist compared to white colleagues, I am pleased to publish this report as we explore a sustainable model of the SC-WRES. The data could become a valuable source of shared data for others such as the Care Quality Commission (CQC) and the Equality and Human Rights Commission (EHRC) to track, monitor and support progress in race equality in social care. We're also exploring with the CQC how the rich information contained in local authority strategies and plans might be used as evidence of equality, diversity, and inclusivity (EDI) progress. The SC-WRES is a vital step forward in making measurable and authentic change. Find out more about the SC-WRES on our website.[1]

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[1] http://www.skillsforcare.org.uk/SCWRES

Georgina Walton, Senior Project Manager, Adult Social Care and Health, Kent County Council said,

"Being part of the SC-WRES means we have the framework and support from Skills for Care to analyse our data and take meaningful actions. Which we hope will have a positive impact for our workforce and the communities we support."

Meera Spillett, FRSA, RERG member said,

"The importance of the SC-WRES is key to both tackling racial disparities and recognising Global Majority diverse talent brings business, strategic and practice advantages to their organisation. The data on disparities show at every level and adversely affects the workforce. Those undertaking the SC-WRES have worked hard to identify disproportionalities and now have a key opportunity to improve equity using an anti-racist lens. Connecting with the NHS WRES and other public sector partners, similar racial disparities exist to those identified in this report. Collective efforts are needed to eradicate racism. I commend those who have undertaken the work and are committed to continuing the SC-WRES and hope other chief executives and directors adopt this framework to help deliver long overdue change".

Headline findings from the SC-WRES

If you are a colleague **from a Black, Asian and minority ethnic background you are:**

- Half as likely to be **appointed from shortlisting** in the last 12 months, compared to white staff (0.5 likelihood).

- 40% more likely to **enter the formal disciplinary process, compared to white staff (1.4 likelihood)**

- More than twice as likely as a regulated professional to **enter the fitness-to-practice process** in the last 12 months, compared to white staff (2.1 likelihood)

- As likely to have **funded non-mandatory continuous professional development** in the last 12 months, compared to white staff (1.0 likelihood)

- 20% more likely to have **experienced harassment, bullying or abuse from service users, relatives or the public** in the last 12 months, compared to white staff (1.2 likelihood)

- 30% more likely as a colleague and 90% more likely as a manager to have **experienced harassment, bullying or abuse from colleagues and managers** in last 12 months, compared to white staff (1.3 and 1.9 likelihood respectively)

- 10% more likely to **leave the organisation** during the last 12 months, compared to white staff (1.1 likelihood).

Contents

1. Introduction

1.1.   Who is Skills for Care, why we are the experts in this area?

Established in 2001, Skills for Care is the strategic workforce development and planning body for adult social care in England. We work with employers, Government and partners to ensure social care has the right people, skills and support required to deliver the highest quality care and support now and in the future.

Our role is to work across the whole system to understand the key drivers of workforce change using insight, data and evidence. We provide managers and those involved in the delivery of social care with guidance on best practice, tools, resources and intelligence to support workforce recruitment, capabilities, and culture. This combination of strategic and operational activity is the cornerstone of our reach and insight into the sector.

One of our four strategic priorities[2] is supporting culture and diversity because that is essential if we are to achieve our vision of a fair and just society where people can access the advice, care and support they need to live life to the fullest. We can't deliver this priority without collaboration – one of our core values. By working with our partners, we're able to bring together a vast array of expertise, support, and influence – which in turn increases the impact and reach of our work.

There are so many benefits to individuals and organisations of having a more equal, diverse and inclusive workforce. Our review of the benefits of recruiting and retaining a diverse workforce for organisations found evidence of a positive link between diversity and business performance, reduced costs and improved quality of care.

This report looks at two sources of data that Skills for Care holds. The first is our Adult Social Care Workforce Dataset and the second is the WRES data itself. For further information on our approach and to understand more about the analysis that we employed go to Appendix 1.

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[2] https://www.skillsforcare.org.uk/About-us/Our-strategy/Our-strategy.aspx

What is the SC-WRES?

The SC-WRES is an improvement programme that collects data on nine key metrics and supports organisations to benchmark, reflect and improve with their peers.
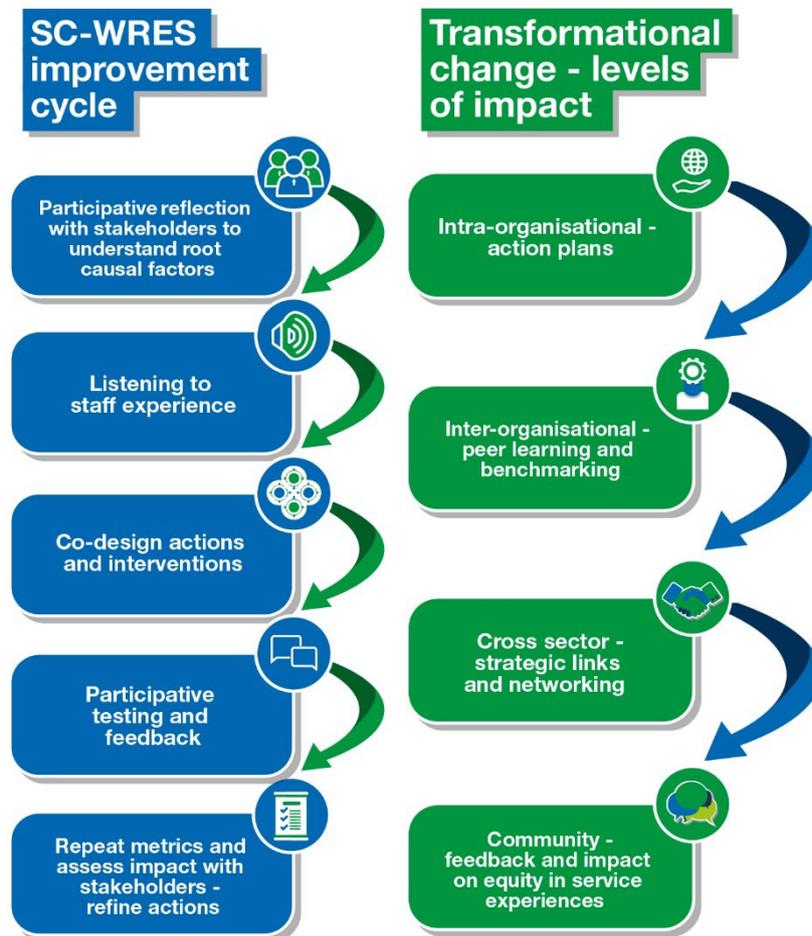
It was developed for the NHS in 2014 by the NHS Equality and Diversity Council. Skills for Care commissioned a scoping review in 2019 to look at the relevance of the WRES in social care. This led to the Chief Social Worker for Adults, Skills for Care and the Department for Education testing the WRES with 18 local authorities led in 2022. In 2023, after funding stopped from Government, Skills for Care agreed to fund for another year to test the sustainability. 23 local authorities took part in 2023.

Participating organisations start by bringing together a project group with key organisational representatives (HR, equalities, workforce, staff representatives, principle social workers) to agree governance and communication. The group analyse the data, check the findings and develop actions with broad involvement across their

organisations. They agree an approach to monitoring and gathering feedback on the impact of action plans ensuring that this involves consultation with staff.

> **Liz Fergus, Senior Project Manager for Diversity and Inclusion from Adult Care Services Hertfordshire County Council said,**
> *"Through SC-WRES, hidden truths are being uncovered and honest conversations are being had. Our SC-WRES action plan aligns with our departmental plans on equality, diversity and inclusion and the questions SC-WRES pose are influencing change across the council and supporting organisational and personal growth in relation to ethnicity, race and other protected characteristics. SC-WRES challenges us to do better and be better and benefits us all."*

As well as data analysis the project brings together monthly thematic support groups to support the peer-to-peer learning and communications, good practice and support for action planning and improvement. Topics covered include:

- potential for a fitness-to-practice metric to improve oversight and action
- best practice in staff survey design to support better feedback on bullying and harassment
- experiences of rural local authorities.

The first phase evaluation[3] found three main reasons why individual local authorities applied to join Phase 1 of the SC-WRES:

1. The opportunity to use the SC-WRES as a disruptor to address racism, particularly through the development of action plans aimed at improving the situation of Black and minority ethnic social workers.

2. The SC-WRES fitted with other corporate activities focusing on tackling racism, bullying and harassment, and inequality and as such, seen part of this journey.

3. It offered the grounds for staff to challenge existing issues including addressing undertones of racism within leadership teams and supporting staff who had experienced racism from service users or their families and hoped the SC-WRES might improve consistency in these areas.

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[3] https://kclpure.kcl.ac.uk/portal/en/publications/implementing-the-social-care-workforce-race-equality-standard-in-

Leeds City Council said,

"Leeds City Council has influenced their corporate equality, diversity and inclusion training offer as a result of the work they've undertaken on the SC-WRES. The authority now has a mandatory equality, diversity, and inclusion training and development package for managers 'Be your best on equality, diversity and inclusion.' which intends to support and develop people managers to build inclusive teams and a work culture which is fair, celebrates difference, values all, eliminates discrimination and helps everyone to be their best.

The sessions outline the importance of all staff living the council's values and taking a zero-tolerance approach to tackling inequality and discrimination.

The SC-WRES also highlighted the importance of the training being focused on setting measurable objectives for teams and individuals and on reviewing the staff appraisal process. The training invites managers to set an equality, diversity and inclusion objective for their team based on the issues that have come out through the training and discussions."

A few words from Tricia Pereira and Cedi Frederick, Co-Chairs of the DHSC SC-WRES Advisory Group

The Group was established in the initial phase of SC-WRES, under the DHSC, during the summer of the murder of George Floyd and the Black Lives Matters movement. Members work in Children and Adults Social Care or draw on care and support or both and reflects the workforce directly impacted by racism, discrimination and supported by the efforts of the SC-WRES. We are delighted to contribute to the Annual Report on the Social Care Workforce Race Equality Standard (SC-WRES). Inclusion in this inaugural report shows the unwavering commitment of members to progressing a fair and inclusive environment for all people working in social care, particularly ethnically minoritised people.

The SC-WRES serves as a vital tool, enabling us to identify disparities and measure progress within our social care workforce and this report provides an overview of the journey to date of working with local authorities to adopt and embed the SC-WRES and the journey to expand the SC-WRES. Collecting data on workforce race equality is crucial as it provides transparency and helps organisations assess their progress. It also helps them identify areas for improvement and hold themselves and their peers accountable. Moreover, the action plans demonstrate the strategic approaches that local authorities are taking to address and dismantle systemic barriers and promote diversity at all levels, including within senior leadership. The members of the Advisory Group strongly believe that SC-WRES is not only about compliance. Organisations often promote their commitment to equity, equality, diversity, and inclusion externally, but genuine change can only happen when the leadership acknowledges the existence of everyday racism and microaggressions.

It is important to hold up a mirror to the organisation and take action against racism to bring about a real change.

The impact of intersectionality on experiences at work and career pathways is key to harnessing all talent. Many women from minoritised communities experience multiple barriers to progression which include those related to how their responsibilities as carers and supports are recognised. Indeed, the SC-WRES Advisory Group reflects the experiences of women leaders from across the sector who have stepped into and taken a role in providing support and mentoring of others to ensure those that follow them benefit from a different future.

2. Diversity within adult social care

2.1.   The state of the adult social care sector and workforce report

Skills for Care researches and compiles the annual state of the adult social care sector and workforce report[4]. It is based on data collected in Skills for Care's Adult Social Care Workforce Data Set (ASC-WDS), that provides a comprehensive analysis of the adult social care workforce in England and the characteristics of the 1.52 million people working in it. Topics covered include: recent trends in workforce supply and demand, employment overview, recruitment and retention, demographics, pay, qualification rates, and future workforce projections.

This information is taken from the state of the adult social care sector and workforce report and provides information about the ethnicity of the adult social care sector. It provides context for chapter three.

2.2.   Ethnicity

Chart 1 shows that the ethnic profile of the adult social care workforce was more diverse than the population of England. There was a notably higher proportion of people with a Black/ African/ Caribbean/ Black British ethnicity within adult social care (14% of the total workforce) compared to the population (4% of the population).

Chart 1. Estimated proportion of the adult social care workforce and the population of England by ethnicity
Source: Skills for Care workforce estimates 2022/23, Census 2021
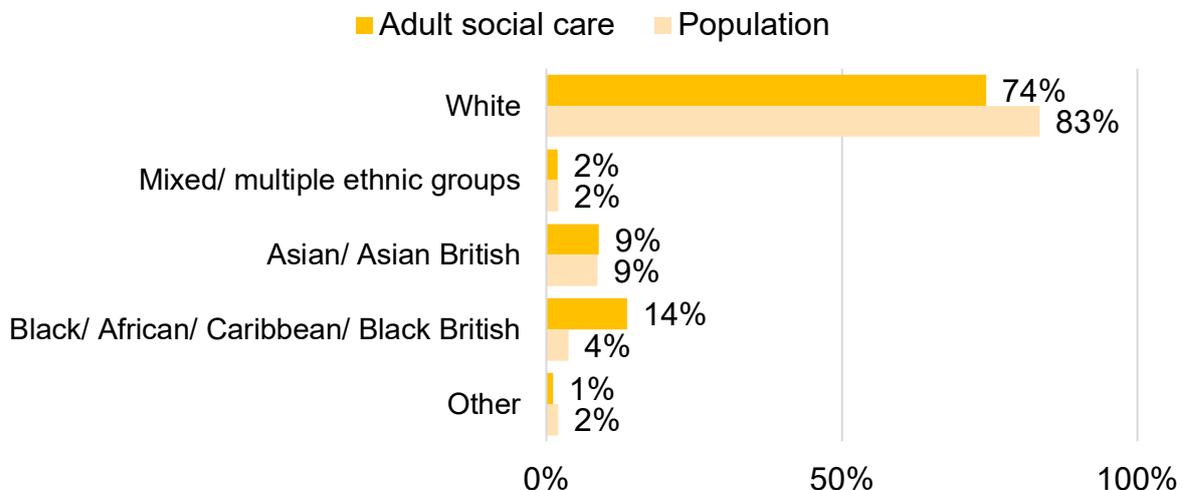
The NHS Workforce Race Equality Standard[5] shows people from ethnic minority backgrounds make up almost a quarter of the NHS workforce (24.2%) this as an increase of 27,500 people since 2021 (22.4% of staff).

Chart 2 and Table 1 shows the ethnic profile of the adult social care workforce by region. There were large variations by region, with London having the most diverse workforce (29% with a white ethnic background) and the North East the least diverse workforce (93% with a white ethnic background). In general, the proportions of adult social care workforce within each ethnicity group reflects the local population in each area (from the Census 2021).

Chart 2. Estimated proportion of the adult social care workforce by ethnicity, England and London (independent and local authority sectors only)
Source: Skills for Care estimates 2022/23
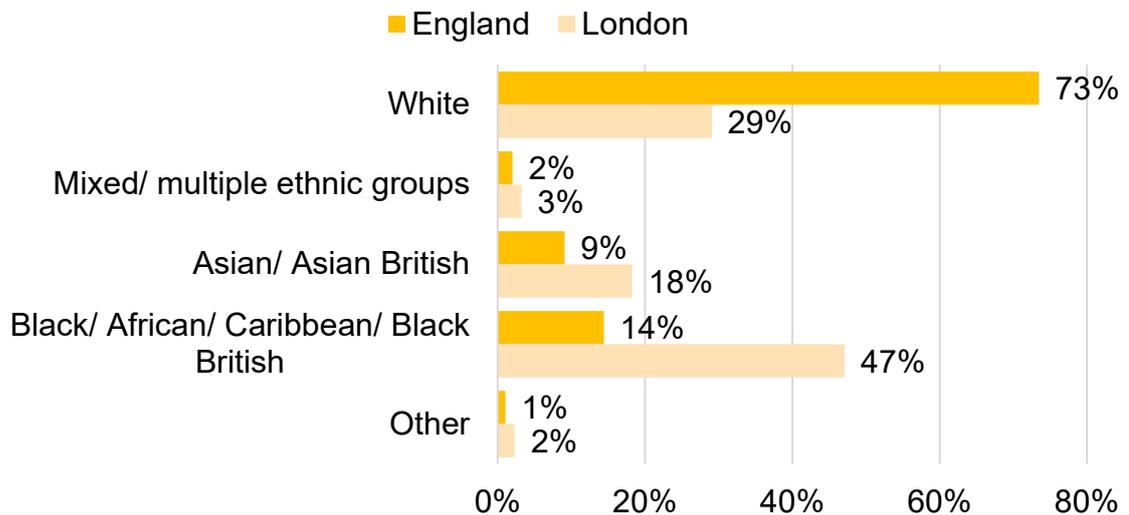
Table 1 shows ethnicity group by selected adult social care job roles. Registered nurses had the lowest proportion of workers with a white ethnicity (56%), whereas occupational therapists had the highest (83%). Registered managers and senior managers also had a relatively high proportion of those with a white ethnicity (83% and 81% respectively) compared to the overall workforce.

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[5] https://www.england.nhs.uk/publication/nhs-workforce-race-equality-standard-2022/

Table 1. Estimated proportion of the adult social care workforce by ethnic group for selected job roles

Source: Skills for Care estimates, 2022/23

	White	Mixed/ multiple ethnic groups	Asian/ Asian British	Black/ African/ Caribbean/ Black British	Other
All job roles	**73%**	**2%**	**9%**	**14%**	**1%**
Senior Management	83%	2%	7%	8%	<1%
Registered Manager	81%	1%	7%	11%	1%
Social Worker	72%	3%	6%	18%	1%
Occupational Therapist	83%	1%	4%	11%	1%
Registered Nurse	56%	3%	21%	18%	2%
Senior Care Worker	75%	2%	12%	11%	1%
Care Worker	70%	2%	10%	17%	1%
Support and Outreach	75%	2%	5%	18%	1%
Personal assistants	84%	1%	7%	5%	2%

Analysis of workforce data in 2021/22 shows no substantial differences in pay according to the gender or ethnicity of care workers after accounting for location, sector, service type and experience. We'll continue to monitor this information.

There were, however, differences in diversity between job roles. There were proportionally more males and white people in senior roles than front line roles. The cause of this difference can't be ascertained from ASC-WDS data alone. However, it could indicate a lack of equal opportunities or discrimination in the sector.

The proportion of workers with a Black/ African/ Caribbean/ Black British ethnicity background has slowly increased from 11% in 2016/17 to 14% in 2022/23. The number of people with an Asian/ Asian British ethnicity background has also slowly increased from 6% in 2016/17 to 9% in 2022/23.

Chart 3. Estimated proportion of <u>all job roles</u> by ethnic group, from 2016/17 to 2022/23

Source: Skills for Care estimates
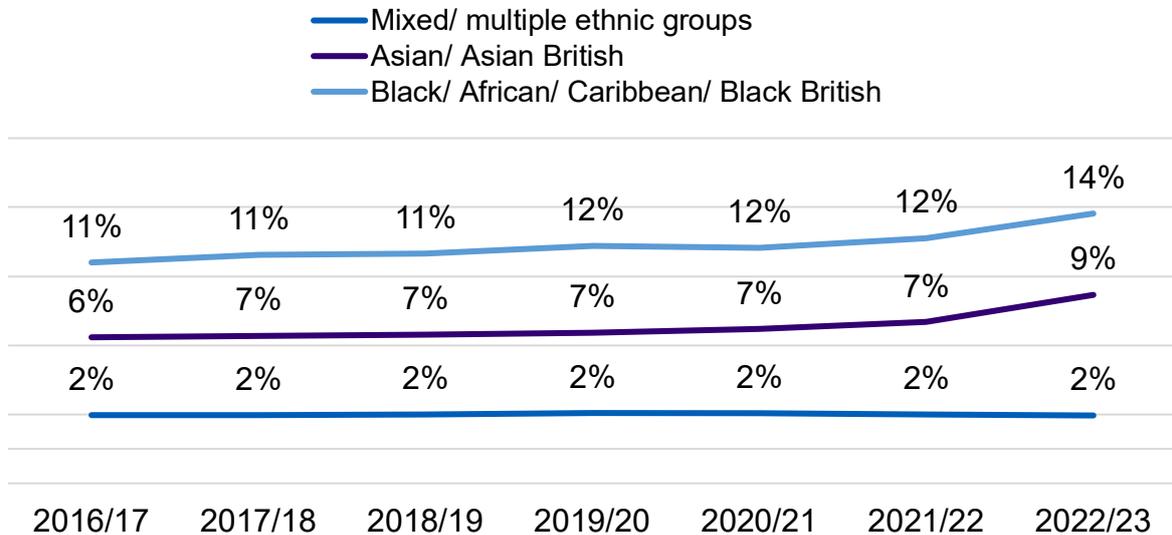
Managerial roles have seen a slight increase in the number of people with a Black/ African/ Caribbean/ Black British ethnicity background, rising from 7% in 2016/17 to 9% in 2022/23. The chart below shows the proportion of people with other ethnicities has remained consistent.

Chart 4. Estimated proportion of <u>managerial roles</u> by ethnic group, from 2016/17 to 2022/23

Source: Skills for Care estimates
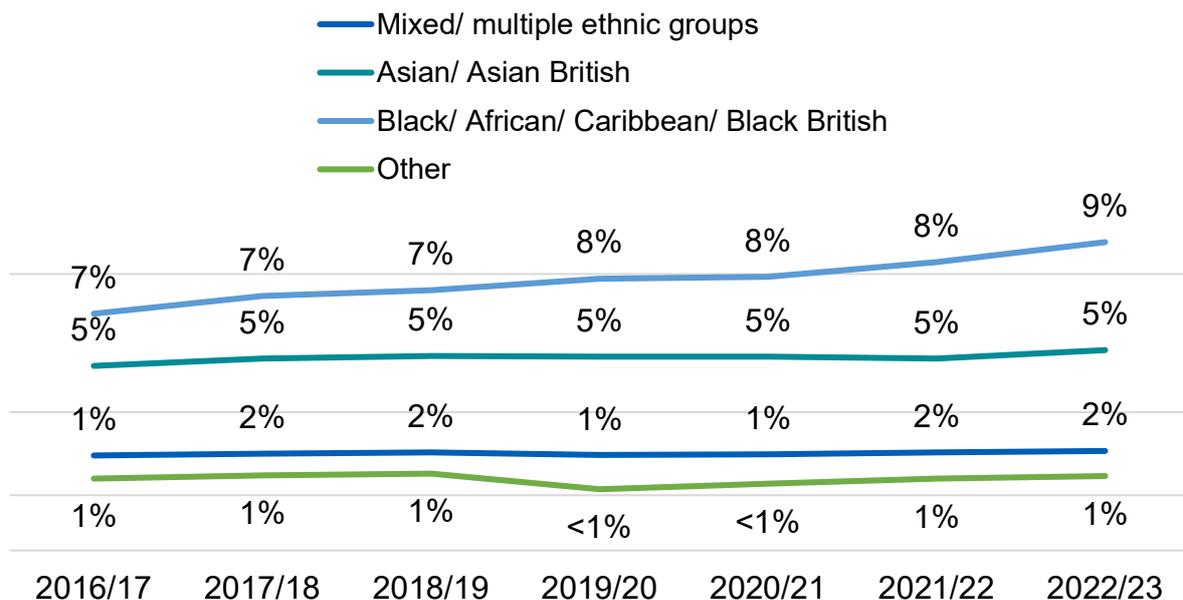
Reflections from the Skills for Care Race Equity Reference Group[6]

A bold call to leadership: championing race equity with SC-WRES

The SC-WRES isn't just an initiative; it's a groundbreaking movement for race equity in social care. This sector, diverse yet united, demands consistent standards for both its workforce and the care and support provided. The stark reality of Covid-19's disproportionate impact on Black and minority communities, the barriers in leadership progression, and the distressing prevalence of workplace harassment and discrimination underline this urgent need.

SC-WRES is a clarion call for leaders to rise and drive transformation. It's about implementing an assurance system that visibly shifts race equality indicators. Leadership means endorsing positive practices and challenging the status quo. The nine indicators of SC-WRES are more than metrics; they are reflections of lived experiences. They spotlight the unjust barriers - the race-toughened glass ceilings, the unrealised potential, and the absence of diverse role models in positions of power. Embracing SC-WRES is to recognise it as a catalyst for excellence. It's about fostering inclusive, culturally intelligent work environments where everyone feels they belong and can thrive. This isn't just beneficial; it's essential for attracting and retaining a diverse workforce.

The challenge isn't just in signing up for SC-WRES; it's in the commitment to ongoing collaborative efforts and leadership investment. Skills for Care has pioneered this journey, creating a platform for leaders to unite, face these challenges, and be supported in their endeavours. True leadership strength lies in accountability - using SC-WRES to spotlight leadership shifts and promote equality, social justice, and fair practices for all workforce members, embracing their diverse and intersectional identities.

It's time for a change. It's time for leaders in social care to step up and embody the principles of SC-WRES, not just for compliance, but for the genuine advancement of race equity and social justice in the sector.

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[6] For further information on the RERG https://www.skillsforcare.org.uk/Support-for-leaders-and-managers/Supporting-a-diverse-workforce/Supporting-a-diverse-workforce.aspx

3. SC-WRES indicator analysis and results

3.1. Introduction

This chapter is an overview of the data collected during the 2023 SC-WRES programme. It shows the total of all 23 local authorities responding; data is split into adults and children's social care and also by each ethnicity group. The report shows the results of each of the indicators as either percentages or relative likelihoods. Where applicable, extra information from the ASC-WDS has been added to add some context. This level of information has been provided to give readers as much details as possible, in their area of interest, and to show differences in experience of people from all ethnicity backgrounds.

For a methodology of the 2023 SC-WRES data collection please see appendix 1. This appendix includes information about small numbers and data sharing, the data collection process, what relative likelihoods are and how to interpret them, information about response rates of local authorities by region and response rates between indicators, data quality and how this was checked, and the staff within responding local authorities compare to total adult social care sector and the population of England.

An analysis comparing the ethnicity profile of staff within all responding local authorities and the total adult social care workforce employed by local authorities shows that ethnicity is similar between groups. This will be, in part, due to the population of the local area and therefore the recruitment pool being the same for all employers.

This analysis does show that the adult social care workforce estimate of workers within the local authority sector had a lower proportion of workers with a Black, Asian and minority ethnic background (19%) than the adult social care workforce as a whole (26%). Please see section 5.6 of the appendix for more information.

3.2. SC-WRES Indicator 1: Pay bands

There was a smaller proportion of staff from a Black, Asian and minority ethnic background in the higher pay band of '£70,000 and over', and therefore these staff were less represented in that pay band than the overall ethnicity profile of responding local authorities.

Response rate

21 (of 23) of local authorities who responded did so for adult social care and 17 (of 20) for children's social care which is a good response rate, but there are lower responses in the higher pay bands. Because of this we are unable to split this analysis by adult and children's local authorities or the five ethnicity groups that are used throughout this report.

Analysis by pay band

This indicator shows the ethnicity breakdown across 12 pay categories. The chart below shows that, of all staff employed by responding local authorities, 81% were from a white background and 19% were from a Black, Asian and minority ethnic background. Comparing each pay band to this total staff figure shows if people from a Black, Asian and minority ethnic background are over or underrepresented within each band.

Chart 5. Percentage all responding staff in each pay band, by ethnicity
Source. SC-WRES, 2023

■ Staff with a white background
■ Staff with a Black, Asian and minority ethnic background

Pay band	Staff with a white background	Staff with a Black, Asian and minority ethnic background
Total staff of all responding LAs	81%	19%
Under £25,000	83%	17%
£25,000 to £29,999	82%	18%
£30,000 to £34,999	78%	22%
£35,000 to £39,999	76%	24%
£40,000 to £44,999	77%	23%
£45,000 to £49,999	81%	19%
£50,000 to £59,999	78%	22%
£60,000 to £69,999	79%	21%
£70,000 to £79,999	86%	14%
£80,000 to £89,999	82%	18%
£90,000 to £99,999	87%	13%
£100,000 and over	84%	16%

Chart 6 shows that 81% of staff in responding local authorities were from a white background and 19% of staff were from a Black, Asian and minority ethnic background. It also shows 18% of staff in the 'less than £30,000', 22% of staff in the '£30,000 to £69,000' and 15% of staff in the '£70,000 and over' pay bands were from a Black, Asian and minority ethnic background.

A smaller proportion of staff from a Black, Asian and minority ethnic background in the higher pay band of '£70,000 and over' (15%), compared to the proportion of total staff from all responding local authorities who had a Black, Asian and minority ethnic background (19%).

Chart 6. Percentage all responding staff in each pay band, by ethnicity
Source. SC-WRES, 2023

■ Staff with a white background
■ Staff with a Black, Asian and minority ethnic background

Pay band	White %	BAME %
Total staff of all responding LAs	81%	19%
Less than £30,000	82%	18%
£30,000 to £69,000	78%	22%
£70,000 and over	85%	15%

0%   20%   40%   60%   80%   100%
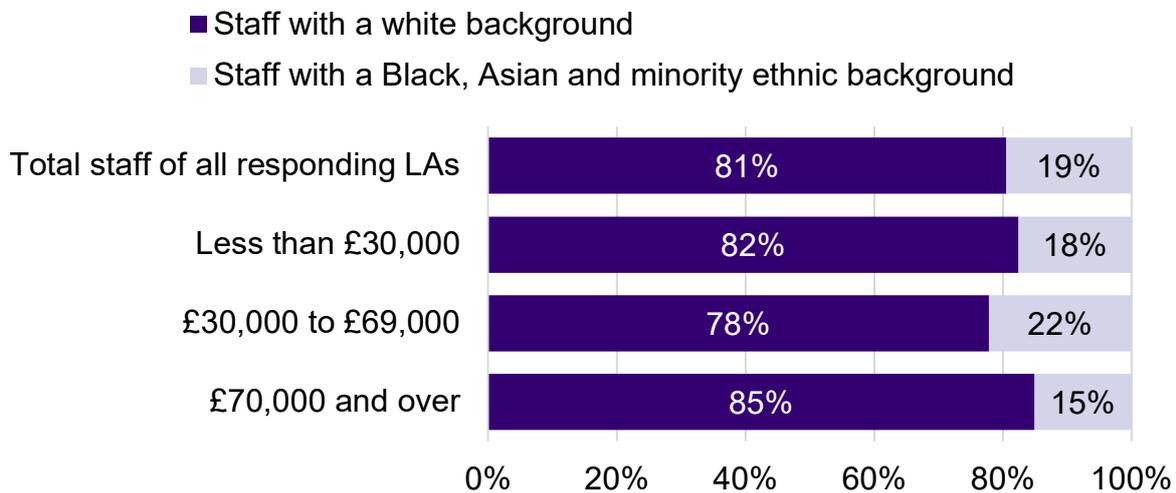
2021 and 2023 trend data

23 of 39 local authorities provided data in both the 2021 and 2023 data collections and could be used in this trend analysis. Any differences in the 2023 data seen between the chart above and the chart below are due to different local authorities being included in each analysis. The chart above is all local authorities providing data in 2023 and the chart below is showing only local authorities that provided data in 2021 AND 2023.

The chart below shows that the gap between the proportion of staff with a Black, Asian and minority ethnic background for all staff within responding local authorities and the higher pay band of '£70,000 and over' has closed by one percentage point in 2023, but there was, and continues to be a smaller proportion of staff from a Black, Asian and minority ethnic background in the higher pay band of '£70,000 and over'

compared to the proportion of total staff from all responding local authorities who had a Black, Asian and minority ethnic background.

Chart 7. Percentage all responding staff in each pay band, by ethnicity
Source. Local authorities who submitted data in both SC-WRES 2021 and 2023

■ Staff with a white background
■ Staff with a Black, Asian and minority ethnic background

		White	BAME
Total staff of all responding LAs	2021	82%	18%
	2023	81%	19%
Less than £30,000	2021	84%	16%
	2023	83%	17%
£30,000 to £69,000	2021	80%	20%
	2023	80%	20%
£70,000 and over	2021	87%	13%
	2023	85%	15%

0%   20%   40%   60%   80%   100%
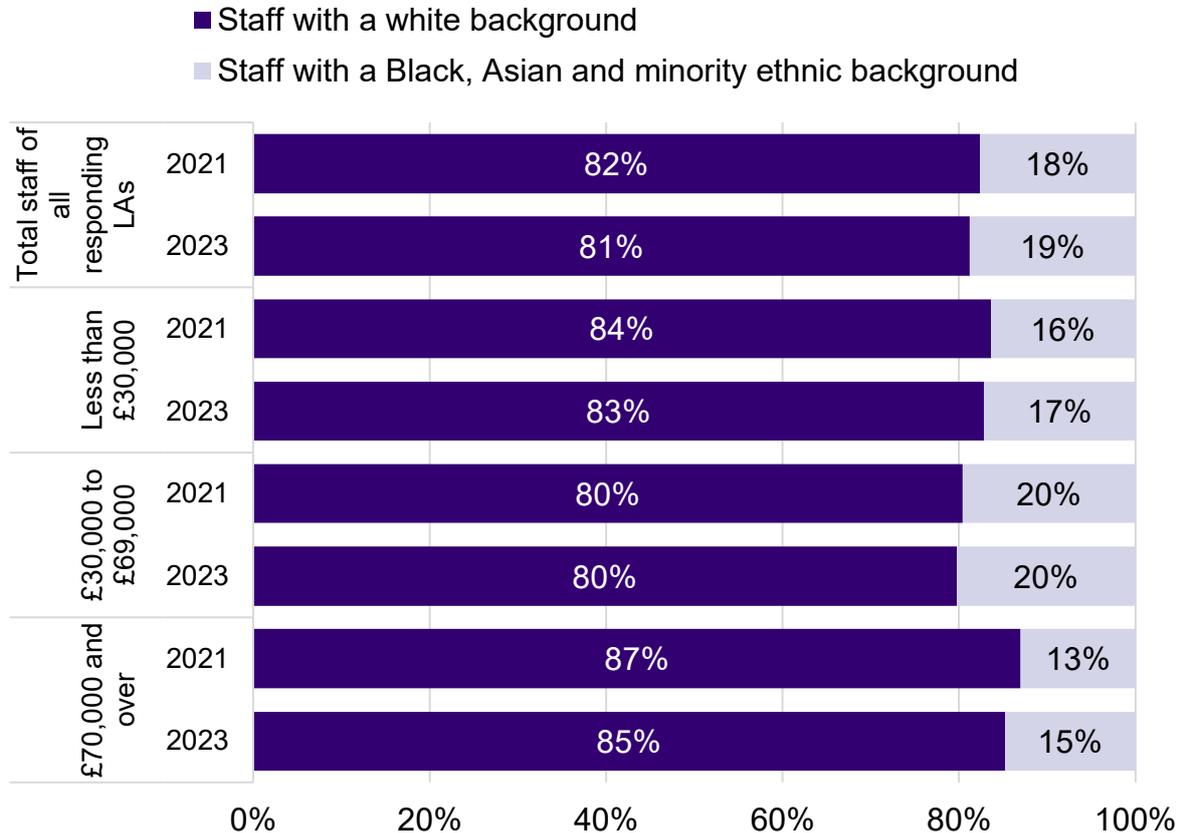
3.3.   SC-WRES Indicator 2: Appointed from shortlist

Staff with a minority ethnic background were relatively half as likely to be appointed from shortlist than staff with a white background.

Transparency is a vital first step towards harnessing the power of a diverse workforce at all levels, including removing barriers to recruitment and progression along the workforce pipeline for all ethnic groups.

Response rate

Analysis of indicator two is based on a total of 13 (of 23) adult social care local authorities and 11 (of 20) children's social care local authorities. Of these responses six adult local authorities were unable to provide this data in adults and five in children's, four were excluded for data quality issues in adult's and four in children's.

Proportion of applicants shortlisted _and_ appointed by ethnicity

The chart below shows that 62% of all applicants were from a white background and 38% were from a minority ethnic background. Of those appointed, 75% were from a white background and 25% were from a minority ethnic background.

Chart 8. Proportion of applicants shortlisted and appointed by ethnicity group
Source. SC-WRES, 2023
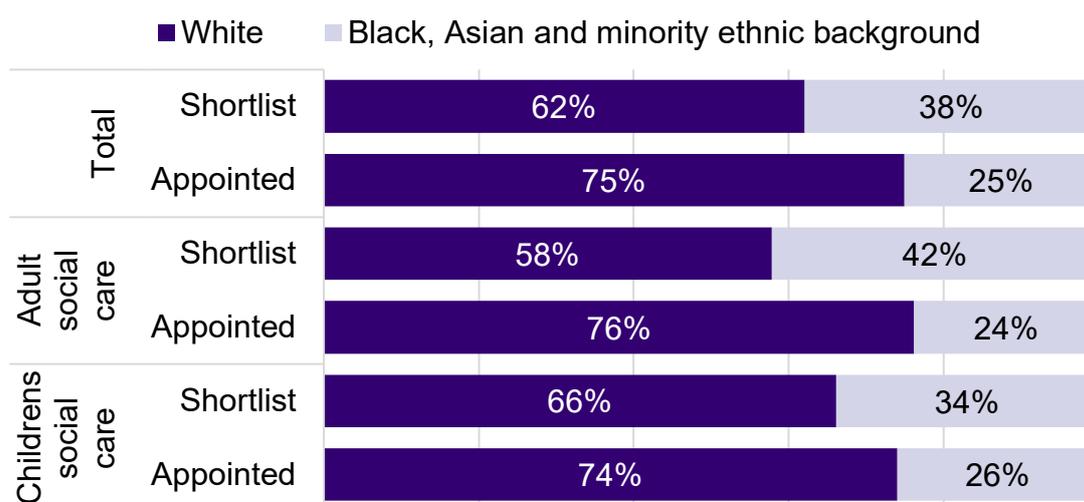
The table below gives more information between ethnicity groups. It shows that 20% of applicants shortlisted and 14% of staff appointed were from a Black, Black British, Caribbean or African ethnicity background. The table also shows that 12% of applicants shortlisted and 7% of staff appointed were from an Asian, Asian British ethnicity background.

Table 2. Proportion of applicants shortlisted and appointed by ethnicity group
Source. SC-WRES, 2023

		Total	Adult social care	Childrens social care
White	Shortlist	62%	58%	66%
	Appointed	75%	76%	74%
Mixed/ multiple ethnic groups	Shortlist	4%	4%	4%
	Appointed	3%	3%	4%
Asian/ Asian British	Shortlist	12%	13%	11%
	Appointed	7%	6%	7%
Black/ African/ Caribbean/ Black British	Shortlist	20%	24%	17%
	Appointed	14%	14%	14%
Other ethnic group	Shortlist	2%	2%	1%
	Appointed	1%	2%	1%

Proportion of staff appointed <u>from</u> shortlist

Table 3. Proportion of staff appointed <u>from</u> shortlist, by ethnicity group
Source. SC-WRES, 2023

	Adult social care	Childrens social care
Total known	**25%**	**34%**
White staff	33%	38%
Staff with a Black, Asian and minority ethnicity	14%	26%
Mixed or Multiple ethnic groups	17%	33%
Asian, Asian British	11%	22%
Black, Black British, Caribbean or African	14%	27%
Other ethnic group	21%	24%

Relative likelihood

For an explanation of what relative likelihoods are and how to interpret them please see section 5.3 in appendix 1.

The relative likelihood of applicants from a Black, Asian and minority ethnic background being appointed from shortlisting, across all posts, compared to applicants with a white ethnicity was 0.5. Therefore, staff with a Black, Asian and minority ethnic background were relatively half as likely to be appointed from shortlist.

Chart 9. Relative likelihood of applicants from a Black, Asian and minority ethnic background being appointed from shortlist compared to applicants with a white ethnicity
Source. SC-WRES, 2023

Category	Value
Total	0.5
Adult social care	0.4
Childrens social care	0.7
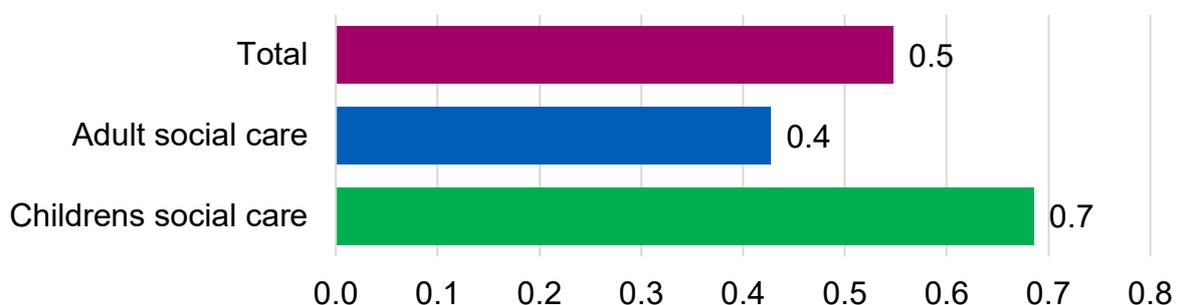
Chart 10. Relative likelihood by ethnicity
Source. SC-WRES, 2023

The relative likelihood of applicants from...

■ Total ■ Adult social care ■ Childrens social care

Mixed or Multiple ethnic backgrounds being appointed from shortlist compared to applicants with a white ethnicity
- Total: 0.7
- Adult social care: 0.5
- Childrens social care: 0.9

Asian, Asian British ethnic backgrounds being appointed from shortlist compared to applicants with a white ethnicity
- Total: 0.5
- Adult social care: 0.3
- Childrens social care: 0.6

Black, Black British, Caribbean or African ethnic backgrounds being appointed from shortlist compared to applicants with a white ethnicity
- Total: 0.6
- Adult social care: 0.4
- Childrens social care: 0.7

Other ethnic backgrounds being appointed from shortlist compared to applicants with a white ethnicity
- Total: 0.6
- Adult social care: 0.6
- Childrens social care: 0.6

(x-axis: 0.0 0.2 0.4 0.6 0.8 1.0)

The Charts 9 and 10 above show how experiences of people from different minority ethnic background compare to white staff. We also looked at how experience differ between people from different minority ethnic background. Staff from an Asian, Asian British ethnic background were more likely to be appointed from shortlist compared to applicants from a Black, Black British, Caribbean or African ethnic background, with a relative likelihood of 1.2 (1.3 within adult social care and 1.2 within childrens social care).

2021 and 2023 trends

Nine adult social care and seven children's social care local authorities had participated in the 2021 and 2023 data collection and provided data for this indicator.

The results do not show a positive change, it shows that staff from a Black, Asian and minority ethnic background were relatively less likely to be appointed from shortlist, compared in white staff, in 2023 than in 2021. And that was the same for almost all variations of relative likelihoods analysed. For more information please see section 5.7 in appendix 1.

Because SC-WRES is an improvement programme it is likely that data will reveal more inequalities and discrimination in the first few years rather than less as awareness is built and actions are taken. The data collection allows for fresh and comparative evidence on issues, while the action plans support continuous efforts to improve on those issues. Over time, we might see areas of improvements and new areas to focus on.

3.4.   SC-WRES Indicator 3: Disciplinary process

Staff with a Black, Asian and minority ethnic background were, relatively 40% more likely to enter the formal disciplinary process, compared to white staff (1.4 likelihood)

Response rate

Analysis of indicator three is based on a total of 20 (of 23) adult social care local authorities and 17 (of 20) children's social care local authorities. Of these responses three adult local authorities and two children's were unable to provide this data. One childrens local authority was excluded for data quality issues.

Proportion of staff who entered the formal disciplinary process, by ethnicity

The chart below shows that 75% of staff who entered the formal disciplinary process in the last 12 months had a white ethnicity background, 6% an Asian, Asian British ethnicity background and 14% a Black, Black British, Caribbean or African ethnicity background. The group 'Other ethnic groups' is not shown there due to small numbers. The chart also shows the ethnicity profile of all responding local authorities, this is to add context to the information. The comparison shows that a lower proportion of staff who entered the formal disciplinary process had a white background (75%) than the profile of all responding local authorities (81%).

Chart 11. Proportion of staff who entered the formal disciplinary process, by ethnicity
Source. SC-WRES, 2023

Legend:
- ■ Total staff of all responding LAs
- ■ Total
- ■ Adult social care
- ■ Childrens social care

White
- Total staff of all responding LAs: 81%
- Total: 75%
- Adult social care: 71%
- Childrens social care: 81%

Mixed or Multiple ethnic groups
- Total staff of all responding LAs: 3%
- Total: 3%
- Adult social care: 3%
- Childrens social care: 2%

Asian, Asian British
- Total staff of all responding LAs: 6%
- Total: 6%
- Adult social care: 10%
- Childrens social care: 1%

Black, Black British, Caribbean or African
- Total staff of all responding LAs: 10%
- Total: 14%
- Adult social care: 14%
- Childrens social care: 14%

(x-axis: 0% 20% 40% 60% 80% 100%)

Chart 12. Relative likelihood of directly employed staff from a minority ethnic background entering the formal disciplinary process compared to white staff
Source. SC-WRES, 2023

- Total: 1.4
- Adult social care: 1.4
- Childrens social care: 1.2

(x-axis: 0.0 0.2 0.4 0.6 0.8 1.0 1.2 1.4 1.6)

Chart 13. Relative likelihood by ethnicity

Source. SC-WRES, 2023

The relative likelihood of applicants from...

■ Total　■ Adult social care　■ Childrens social care

Mixed or Multiple ethnic backgrounds entering the formal disciplinary process compared to white staff	Total 1.0 / Adult social care 1.4 / Childrens social care 0.7
Asian, Asian British ethnic backgrounds entering the formal disciplinary process compared to white staff	Total 1.1 / Adult social care 1.6 / Childrens social care 0.3
Black, Black British, Caribbean or African ethnic backgrounds entering the formal disciplinary process compared to white staff	Total 1.5 / Adult social care 1.3 / Childrens social care 1.8

0.0　0.5　1.0　1.5　2.0

Trend data

Twelve adult social care and nine children's social care local authorities had both participated in the 2021 and 2023 data collection and also provided data for this indicator. The table below shows the relative likelihoods between the two data collection periods. It shows that, for adult social care services the relative likelihoods of staff from a minority ethnic background entering the formal disciplinary process compared to white staff was less in 2023 but children's showed an increase.

Chart 14. Relative likelihood trends, from 2021 to 2023

Source. Local authorities who submitted data in both SC-WRES 2021 and 2023

■ 2021　■ 2023

	2021	2023
Total	1.5	1.4
Adult social care	1.5	1.4
Childrens social care	1.0	1.4

0.0　0.5　1.0　1.5　2.0
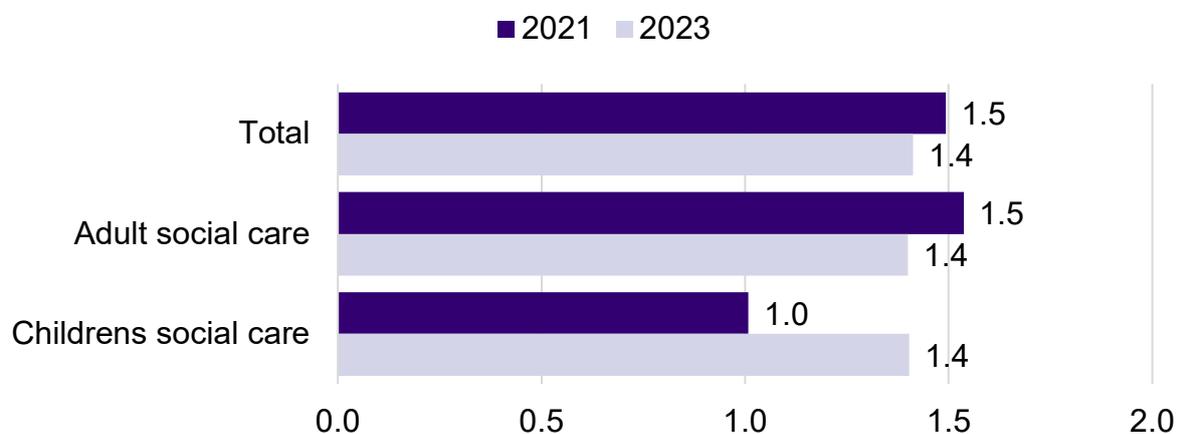
Chart 15. Relative likelihood trends, from 2021 to 2023, by ethnicity

Source. Local authorities who submitted data in both SC-WRES 2021 and 2023

■ 2021 ■ 2023

Mixed or Multiple ethnic backgrounds entering the formal disciplinary process compared to white staff
- 2021: 1.0
- 2023: 0.7

Asian, Asian British ethnic backgrounds entering the formal disciplinary process compared to white staff
- 2021: 1.5
- 2023: 1.1

Black, Black British, Caribbean or African ethnic backgrounds entering the formal disciplinary process compared to white staff
- 2021: 1.7
- 2023: 1.7

(axis: 0.0 0.5 1.0 1.5 2.0)
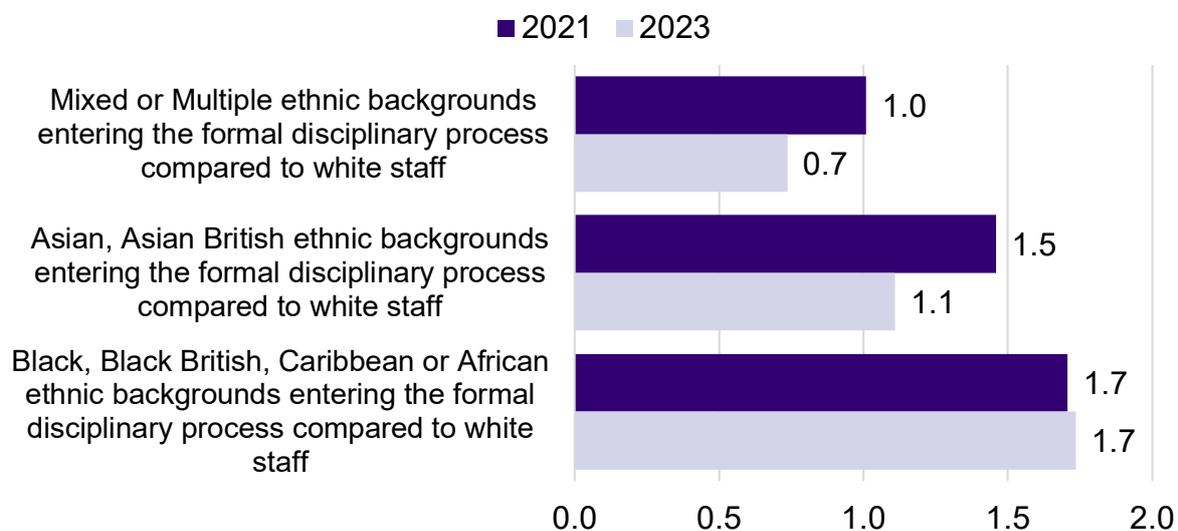
3.5.   SC-WRES Indicator 4: Fitness-to-practice

Regulated professionals with a Black, Asian and minority ethnic background were relatively twice as likely to enter the fitness-to-practice process compared to white staff.

Response rate

Analysis is based on a total of 11 (of 23) adult social care local authorities and nine (of 20) children's social care local authorities. Of these responses 12 adult local authorities and 11 children's local authorities were unable to provide data.

Regulated professionals who entered the fitness-to-practice process

The chart below shows that 51% of regulated professionals who entered the fitness-to-practice process in the past year had a white ethnicity background, 21% had an Asian, Asian British ethnicity background and 23% had a Black, Black British, Caribbean or African ethnicity background. The group 'Other ethnic groups' is not shown there due to small numbers.
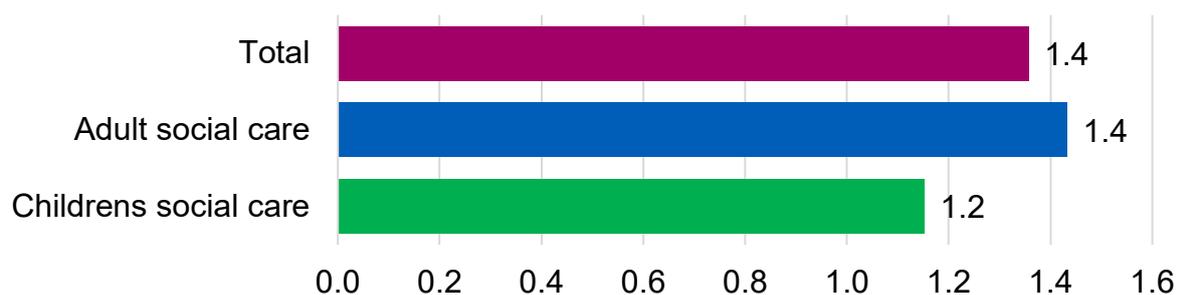
Chart 16. Proportion of staff who entered the formal disciplinary process, by ethnicity
Source. SC-WRES, 2023

- ■ Total regulated professionals
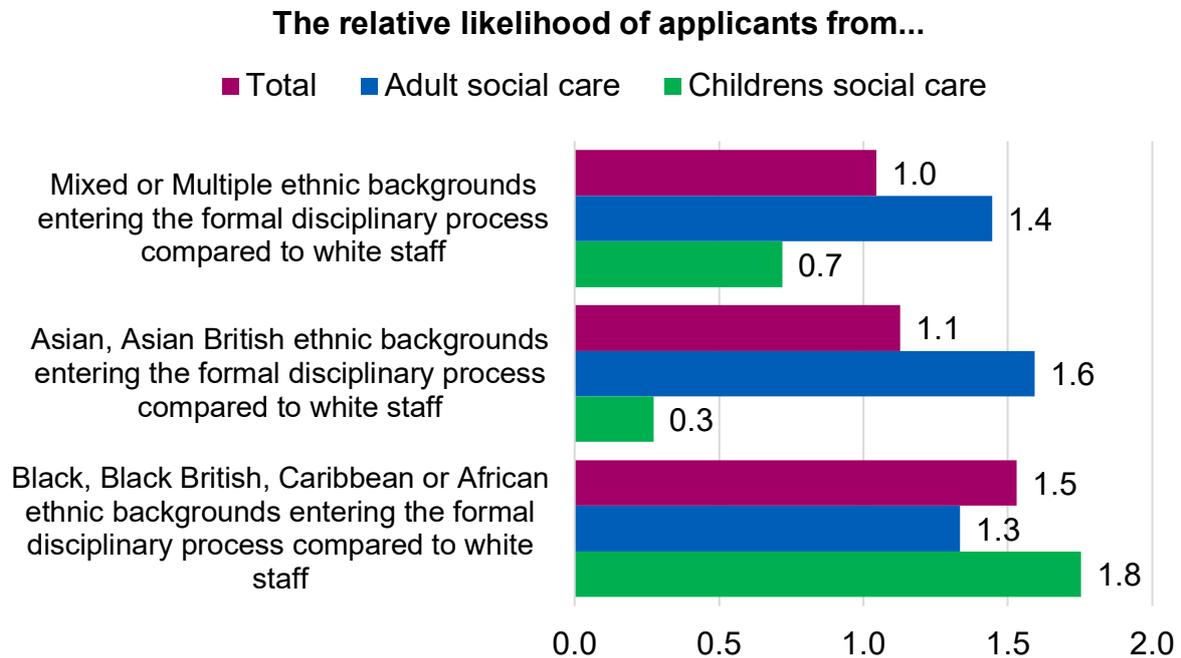- ■ Total
- ■ Adult social care
- ■ Childrens social care

White
- 69%
- 51%
- 55%
- 49%

Mixed or Multiple ethnic groups
- 4%
- 4%
- 5%
- 4%

Asian, Asian British
- 9%
- 21%
- 5%
- 27%

Black, Black British, Caribbean or African
- 18%
- 23%
- 30%
- 20%

0%   20%   40%   60%   80%

Chart 17. Relative likelihood of regulated professionals from a minority ethnic background entering the fitness-to-practice process compared to white staff
Source. SC-WRES, 2023

- Total — 2.1
- Adult social care — 1.8
- Childrens social care — 2.3

0.0   0.5   1.0   1.5   2.0   2.5
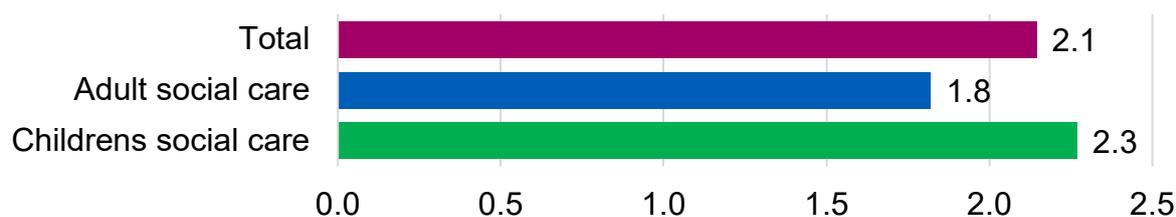
Relative likelihoods are not shown by ethnicity for this indicator due to low bases and results might not be reliable nor representative of the responding local authorities.

> **Nyoka Fothergill, Head of Service, Community Social Work said,**
> *"Being part of the SC-WRES Pilot it has enabled us as a [Leeds] council to hold a mirror up to ourselves and deal with what we have uncovered, warts and all.*
>
> *It has also given a 'voice' to social care staff from ethnically diverse backgrounds, to share their experience of racism that they have encountered in the course of undertaking their social work role as well as the disadvantage and bias they have faced in their career progression.*
> *The biggest measure of success is going to be measured by our ethnically diverse staff reporting that their experience has improved as a result of the work we will be delivering through the WRES Action Plan.*
>
> *Any council considering implementing the SC-WRES framework needs to work in partnership with their corporate HR teams to ensure the focus on race equality and any benefits realisation is experienced by all staff from ethnically diverse back grounds."*

3.6.   SC-WRES Indicator 5: Funded non-mandatory continuous professional development

> **The relative likelihood of directly employed staff from a minority ethnic background accessing funded non-mandatory continuous professional development (CPD) in the last 12 months as compared to white staff was the same (a ratio of one to one).**

Number of staff accessing funded non-mandatory CPD in the last 12 months. We know "stretch opportunities" (acting up, secondments, involvement in project teams) and CPD are the most important contributors to career progression, but these are often accessed informally. This metric is supporting a more transparent and reflective approach to how such opportunities are made available to staff.
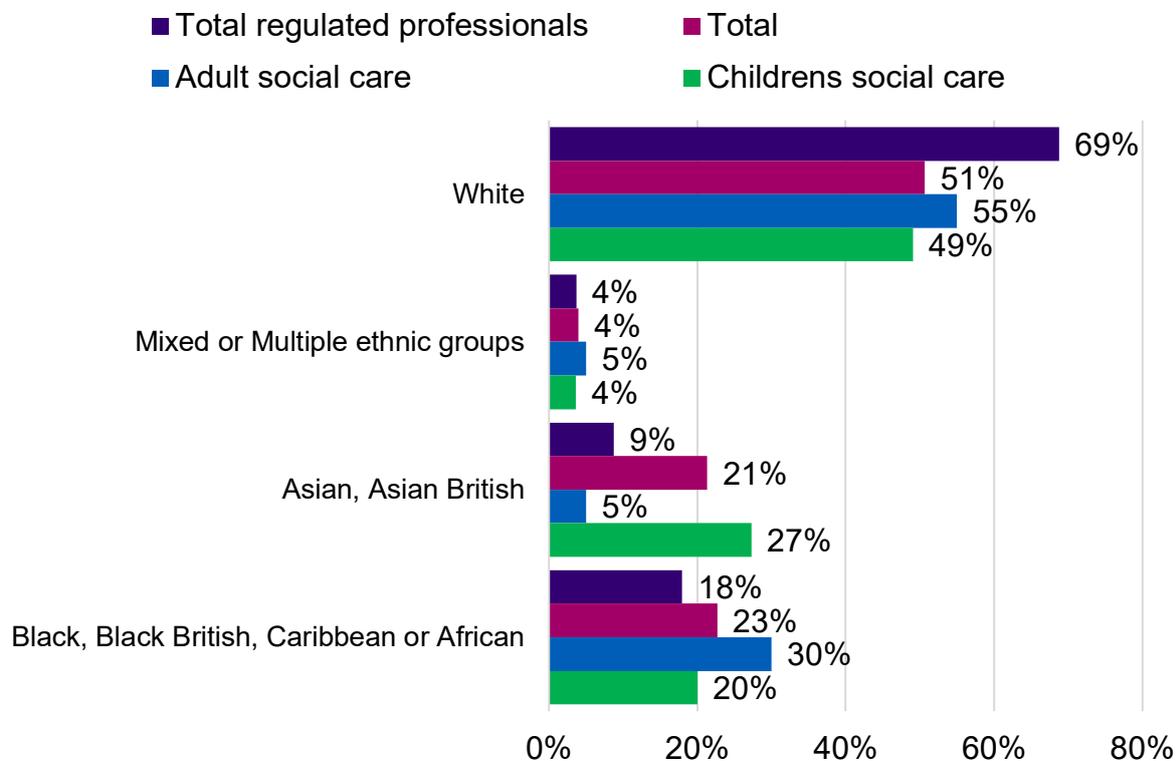
Response rate

Analysis is based on 12 (of 23) adult social care local authorities and 10 (of 20) children's social care local authorities. Of these responses 10 adult and 10 children's local authorities were unable to provide this data and one adult social care local authority was excluded for data quality issues.

Staff accessing funded non-mandatory CPD, by ethnic group

The chart below shows the proportion all staff that have accessed funded non-mandatory CPD by ethnicity.

Chart 18. Staff accessing funded non-mandatory CPD, by ethnic group
Source. SC-WRES, 2023

Legend: ■ Total   ■ Adult social care   ■ Childrens social care

Ethnic group	Total	Adult social care	Childrens social care
White	46%	35%	55%
Mixed or Multiple ethnic groups	56%	51%	59%
Asian, Asian British	37%	31%	44%
Black, Black British, Caribbean or African	48%	47%	50%
Other ethnic group	53%	53%	54%
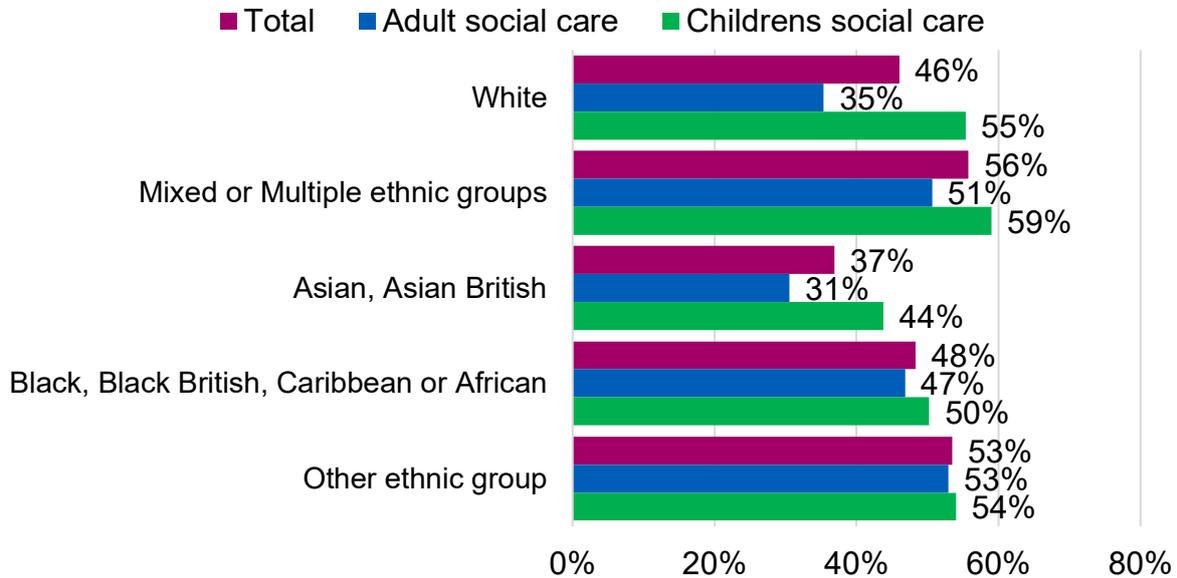
Chart 19. Relative likelihood by ethnicity
Source. SC-WRES, 2023

The relative likelihood of applicants from...

Legend: ■ Total   ■ Adult social care   ■ Childrens social care

Category	Total	Adult social care	Childrens social care
Mixed or multiple ethnic background accessing funded non-mandatory continuous professional development compared to white staff	1.2	1.4	1.1
Asian, Asian British ethnic background accessing funded non-mandatory continuous professional development compared to white staff	0.8	0.9	0.8
Black, Black British, Caribbean or African ethnic background accessing funded non-mandatory continuous professional development compared to white staff	1.1	1.3	0.9
Other ethnic background accessing funded non-mandatory continuous professional development compared to white staff	1.2	1.5	1.0

The chart above shows how experiences of people from different minority ethnic background compare to white staff. We also looked at how experience differ between people from different minority ethnic background. Staff from an Asian, Asian British ethnic background were more likely to accessing funded non-mandatory CPD compared to staff with a Black, Black British, Caribbean or African ethnic background, with a relative likelihood of 1.3 (1.5 within adult social care and 1.1 within childrens social care).

Although this indicator was collected in the 2021 SC-WRES data collection, trend information cannot be provided due to the low number of local authorities who provided this data within both data collections.

Wakefield Council said
"This first year we have used the metrics to reflect on the quality of our data and how it is currently used which has opened up new discussions. For instance, we had not considered access to CPD an area to explore and have quickly made adjustments to enable us to monitor access to opportunities to ensure this is fair.' Improvement to data will form a key part of our action plan"

3.7.   SC-WRES Indicator 6: Harassment, bullying or abuse from service users, relatives or the public in the last 12 months

Staff with a Black, Asian and minority ethnic background were relatively 20% more likely to be experiencing harassment, bullying, or abuse from people who use social care, relatives, or the public compared to white staff.

Response rate

Analysis is based on six (out of 23) adult social care local authorities and five (out of 20) children's social care local authorities. A total of 17 adult and 15 children's social care local authorities were unable to provide data on these indicators.

The information from these indicators was collected via a staff survey but not all local authorities carried out the survey so the response rate was lower than the overall response rate of the SC-WRES in 2023.

Ethnicity of staff reporting harassment, bullying or abuse from service users, relatives or the public

The chart below shows that of the 750 staff who reported experiencing harassment, bullying or abuse from service users, relatives or the public in the last 12 months, 66% were from a white background, 7% had an Asian, Asian British ethnicity and 19% had a Black, Black British, Caribbean or African ethnicity.

Chart 20. Proportion of staff who reported experiencing harassment, bullying or abuse from service users, relatives or the public, by ethnicity
Source. SC-WRES, 2023
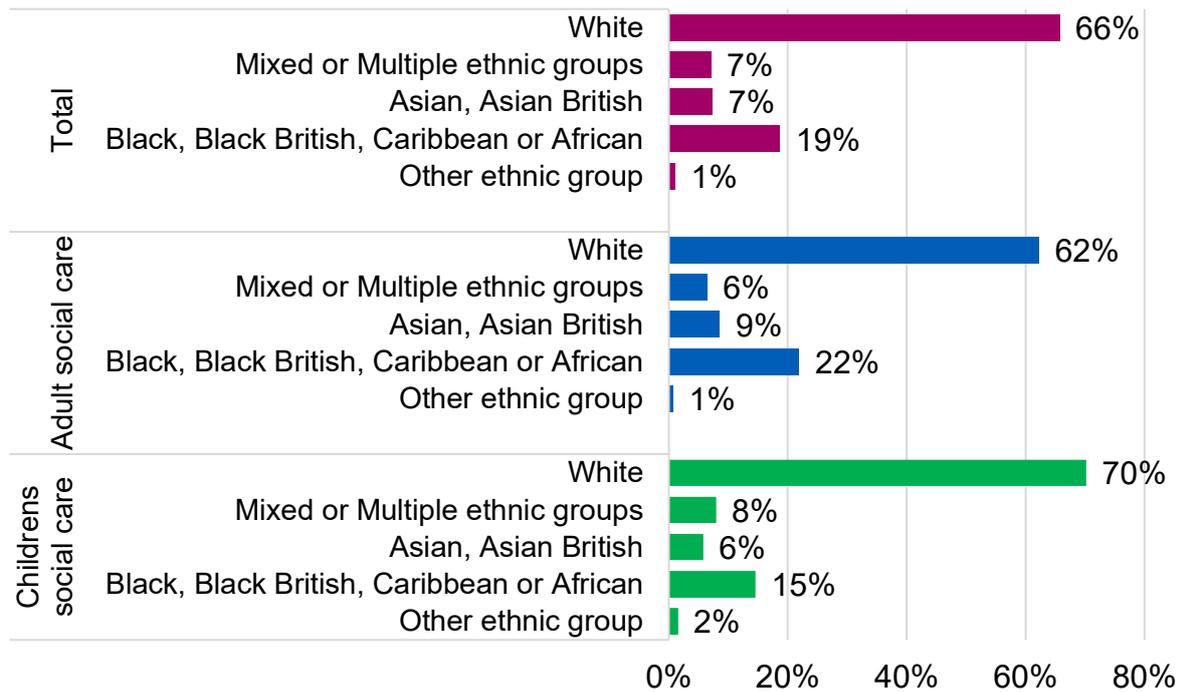
Overall 26% of staff who completed the survey reported experiences of discrimination. The chart below shows the ethnicity of staff who completed the survey that did report experiences of discrimination. It shows that 24% of white staff report experiences of discrimination compared to 28% of staff with an Asian, Asian British ethnicity and 29% of people with a Black, Black British, Caribbean or African ethnicity.

Chart 21. Ethnicity of staff who completed the staff survey and did report experiences of discrimination
Source. SC-WRES, 2023
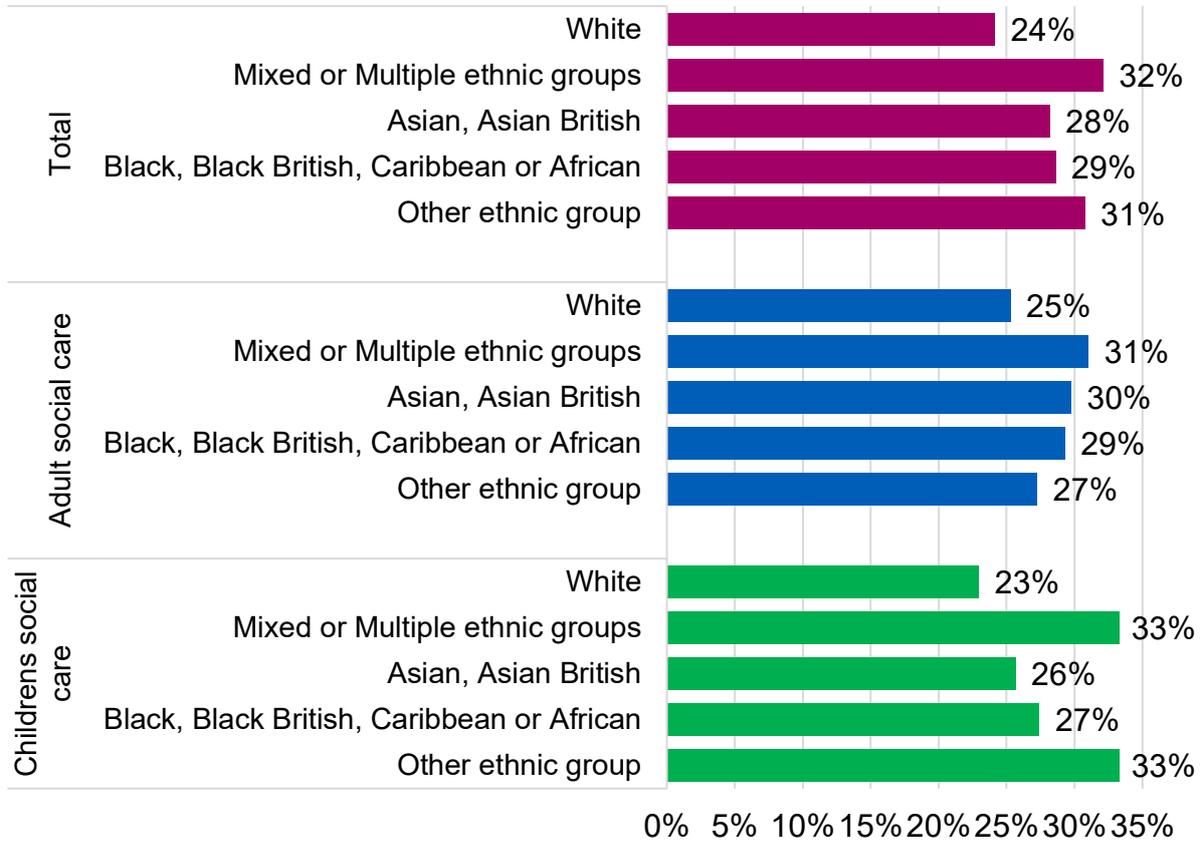
The relative likelihood of directly employed staff from a minority ethnic background experiencing harassment, bullying, or abuse from people who use social care, relatives, or the public in the last 12 months compared to white staff was 1.2. Therefore, staff with a Black, Asian and minority ethnic background were relatively 20% more likely to experience harassment, bullying, or abuse from people who use social care, relatives, or the public compared to white staff.

Chart 22. The relative likelihood of staff from people with a Black, Asian and minority ethnicity experiencing harassment, bullying or abuse from service users, relatives or the public compared to white staff
Source. SC-WRES, 2023
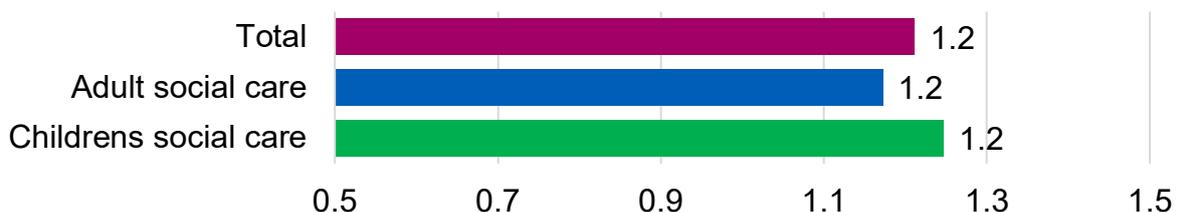
Chart 23. Relative likelihood by ethnicity

Source. SC-WRES, 2023

The relative likelihood of applicants from...

■ Total ■ Adult social care ■ Childrens social care

Category	Total	Adult social care	Childrens social care
Mixed or Multiple ethnic backgrounds experiencing harassment, bullying or abuse from service users, relatives or the public compared to white staff	1.3	1.2	1.5
Asian, Asian British ethnic backgrounds experiencing harassment, bullying or abuse from service users, relatives or the public compared to white staff	1.2	1.2	1.1
Black, Black British, Caribbean or African ethnic backgrounds experiencing harassment, bullying or abuse from service users, relatives or the public…	1.2	1.2	1.2
Other ethnic backgrounds experiencing harassment, bullying or abuse from service users, relatives or the public compared to white staff	1.3	1.1	1.5

Staff from an Asian, Asian British ethnic background were as likely to experience harassment, bullying or abuse from service users, relatives or the public compared staff with a Black, Black British, Caribbean or African ethnic background, with a relative likelihood of 1.0 (1.0 within adult social care and 1.1 within childrens social care).

Trend data cannot be shown for indicators six and seven because the way the data was collected in 2023 was changed and so is not comparable.

Lancashire Council said,
"Bullying and harassment profoundly affect staff wellbeing and decisions about whether they want to stay in the service. It happens within different relationships e.g. managers to staff, staff to managers. The SC-WRES brought a needed focus on this area and resulted in the inclusion of questions about harassment, bullying and abuse experienced by employees in our annual staff survey. The intelligence this gave us led to a much more coordinated and thoughtful approach and shone a light on an area which we did not have firm evidence about previously.

This has led us to several areas of work with colleagues across the organisation at all levels. We have included information in mandatory staff training modules on both Personal Safety and Equality & Cohesion, to raise awareness amongst all staff, of what to do if they experience, harassment, bullying or abuse or if it is reported to them as managers. We are also looking how this might figure in reasons for people leaving and how to get feedback on this and building a culture where people expect that something will be done as a result of reporting."

3.8. SC-WRES Indicator 7: Harassment, bullying or abuse from colleagues and managers in the last 12 months

Staff with a Black, Asian and minority ethnic background were relatively 1.3 times more likely to experience harassment, bullying, or abuse from colleagues and 1.9 times more likely from managers compared to white staff.

Response rate

Analysis is based on six (out of 23) adult social care local authorities and five (out of 20) children's social care local authorities. A total of 17 adult and 15 children's social care local authorities were unable to provide data on these indicators.

The information from these indicators was collected via a staff survey but not all local authorities carried out the survey so the response rate was lower than the overall response rate of the SC-WRES in 2023.

Ethnicity of staff experiencing harassment, bullying or abuse from a colleague or from a manager

The chart below shows the ethnicity of the 200 staff who reported experiencing harassment, bullying or abuse from a colleague and the 250 staff who reported experiencing harassment, bullying or abuse from a manager in the last 12 months. Staff with an 'other ethnic' were excluded from this analysis due to low bases.

Chart 24. Proportion of staff who reported experiencing harassment, bullying or abuse from colleagues or managers by ethnicity
Source. SC-WRES, 2023

■ Staff experiencing harassment, bullying or abuse from colleagues
■ Staff experiencing harassment, bullying or abuse from managers

Total

White — 65% / 56%
Mixed or Multiple ethnic groups — 6% / 6%
Asian, Asian British — 9% / 9%
Black, Black British, Caribbean or African — 19% / 26%

Adult social care

White — 59% / 53%
Mixed or Multiple ethnic groups — 7% / 6%
Asian, Asian British — 12% / 12%
Black, Black British, Caribbean or African — 22% / 26%

Childrens social care

White — 72% / 59%
Mixed or Multiple ethnic groups — 6% / 6%
Asian, Asian British — 6% / 6%
Black, Black British, Caribbean or African — 15% / 25%

(x-axis: 0%, 20%, 40%, 60%, 80%)

The chart below shows that a higher proportion of staff from a minority ethnic background were more likely to report experiencing harassment, bullying or abuse from managers than from colleagues.

Chart 25. Ethnicity of staff who completed the staff survey and did report experiencing harassment, bullying or abuse

Source. SC-WRES, 2023

■ Staff experiencing harassment, bullying or abuse from colleagues
■ Staff experiencing harassment, bullying or abuse from managers

Total

White	8% (colleagues), 7% (managers)
Mixed or Multiple ethnic groups	9% (colleagues), 10% (managers)
Asian, Asian British	11% (colleagues), 12% (managers)
Black, Black British, Caribbean or African	9% (colleagues), 14% (managers)

Adult social care

White	7% (colleagues), 7% (managers)
Mixed or Multiple ethnic groups	10% (colleagues), 10% (managers)
Asian, Asian British	12% (colleagues), 14% (managers)
Black, Black British, Caribbean or African	9% (colleagues), 12% (managers)

Childrens social care

White	8% (colleagues), 7% (managers)
Mixed or Multiple ethnic groups	8% (colleagues), 9% (managers)
Asian, Asian British	8% (colleagues), 9% (managers)
Black, Black British, Caribbean or African	9% (colleagues), 17% (managers)

0%   5%   10%   15%   20%

Table 4. Relative likelihood by ethnicity

Source. SC-WRES, 2023
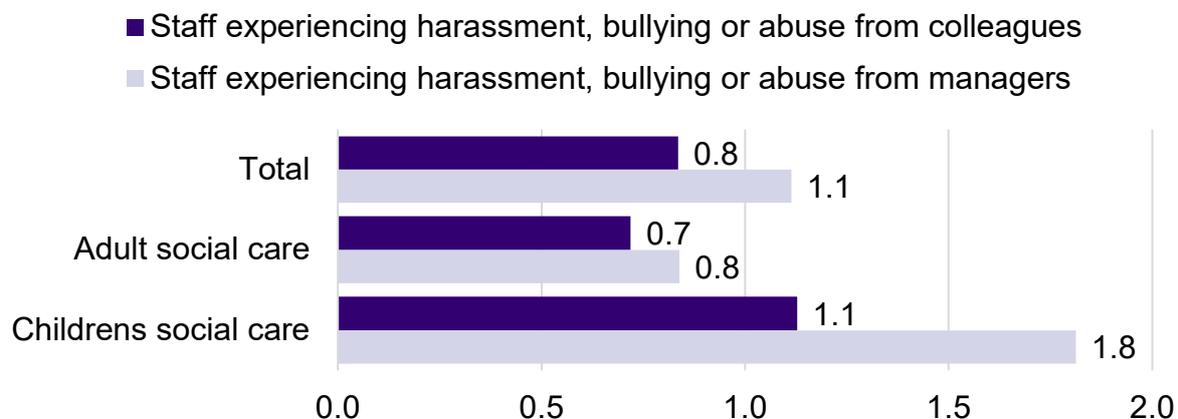
	from a…	Total	Adult social care	Childrens social care
Mixed or Multiple ethnic backgrounds experiencing harassment, bullying or abuse compared to white staff	Colleague	1.2	1.4	1.0
	Manager	1.4	1.4	1.3
Asian, Asian British ethnic backgrounds experiencing harassment, bullying or abuse compared to white staff	Colleague	1.4	1.7	1.1
	Manager	1.7	2.0	1.4
Black, Black British, Caribbean or African ethnic backgrounds experiencing harassment, bullying or abuse compared to white staff	Colleague	1.2	1.2	1.2
	Manager	1.9	1.6	2.5

Chart 26. The relative likelihood of staff from an Asian, Asian British ethnic background experiencing harassment, bullying or abuse from a colleague or manager, compared to staff with a Black, Black British, Caribbean or African ethnic background

Source. SC-WRES, 2023

■ Staff experiencing harassment, bullying or abuse from colleagues
■ Staff experiencing harassment, bullying or abuse from managers

Total: colleagues 0.8, managers 1.1
Adult social care: colleagues 0.7, managers 0.8
Childrens social care: colleagues 1.1, managers 1.8

Trend data cannot be shown because the way the data was collected in 2023 was changed and therefore the two data collections are not comparable.

3.9.   SC-WRES Indicator 8: Turnover of directly employed staff in the last 12 months

The relative likelihood of directly employed staff from a minority ethnic background leaving the organisation during the last 12 months compared to white staff was the same (a ratio of 1.1 to one).

Employee turnover is a measurement of how many employees are leaving an organisation. Measuring diversity turnover is essential if you want diversity at higher organisational levels.
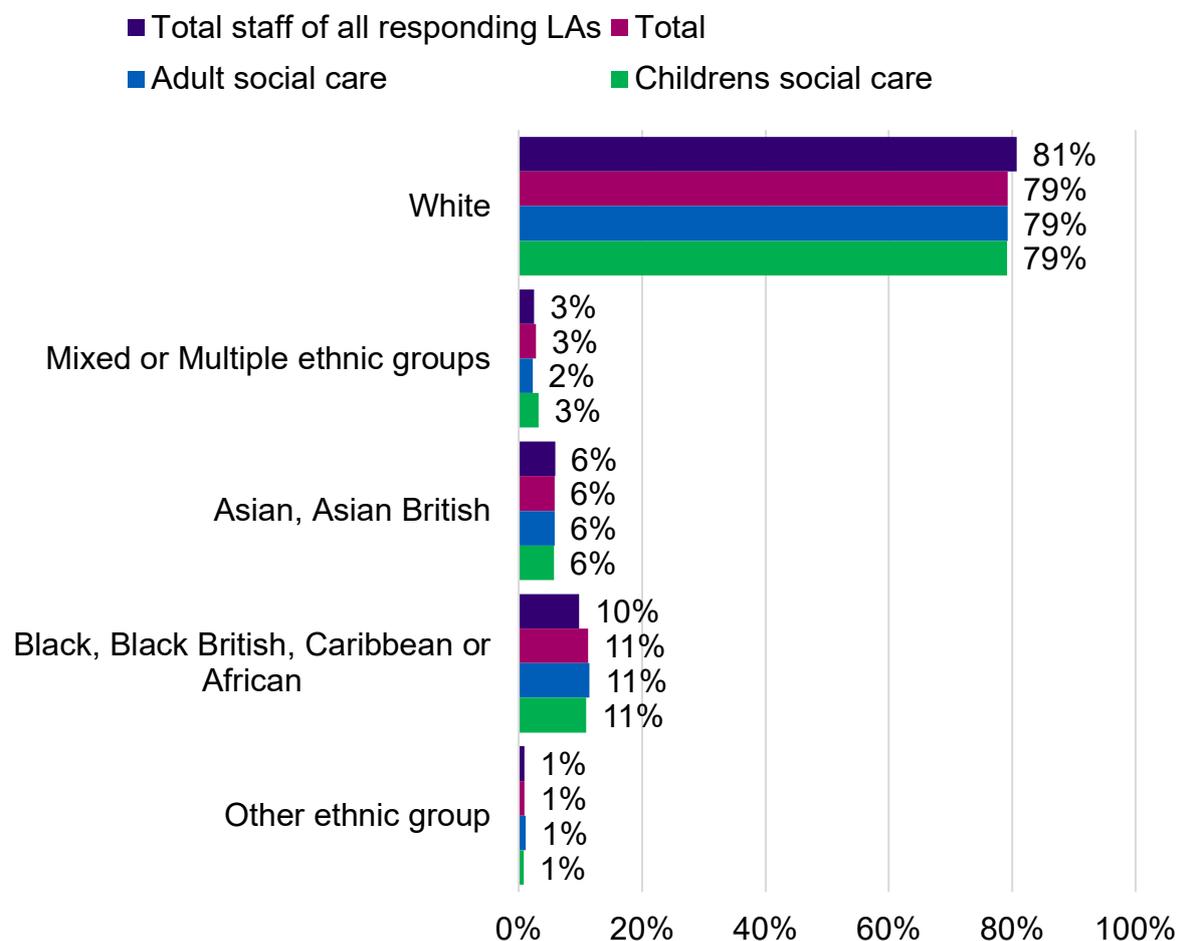
Response rate

Analysis is based on 21 (of 23) adult and 17 (of 20) children's social care local authorities. Of these responses two adult and two children's local authorities were unable to provide data. One children's local authority was excluded for poor data quality.

Proportion of leavers in the past 12 months, by ethnicity

The proportion of leavers, by ethnicity closely matches that of the overall ethnic profile of responding local authorities.

Chart 27. Proportion of leavers in the past 12 months, by ethnicity
Source. SC-WRES, 2023

Legend:
- Total staff of all responding LAs
- Total
- Adult social care
- Childrens social care

| Ethnicity	Total staff of all responding LAs	Total	Adult social care	Childrens social care
White	81%	79%	79%	79%
Mixed or Multiple ethnic groups	3%	3%	2%	3%
Asian, Asian British	6%	6%	6%	6%
Black, Black British, Caribbean or African	10%	11%	11%	11%
Other ethnic group	1%	1%	1%	1%

Turnover rate by ethnicity

To calculate the staff turnover rate the number of leavers was divided by the number of staff recorded in the staff overview question. The Skills for Care estimate of turnover of adult social care staff leaving their posts in the past 12 months, within local authority employers was 15.4% in 2022/23.

The chart below shows the turnover rate of staff within participating local authorities in 2023. It shows that the turnover rate of staff with a white ethnicity was 12.1% and the same figure for staff with an Asian, Asian British ethnicity. For staff with a Black, Black British, Caribbean or African it was 14.1%.
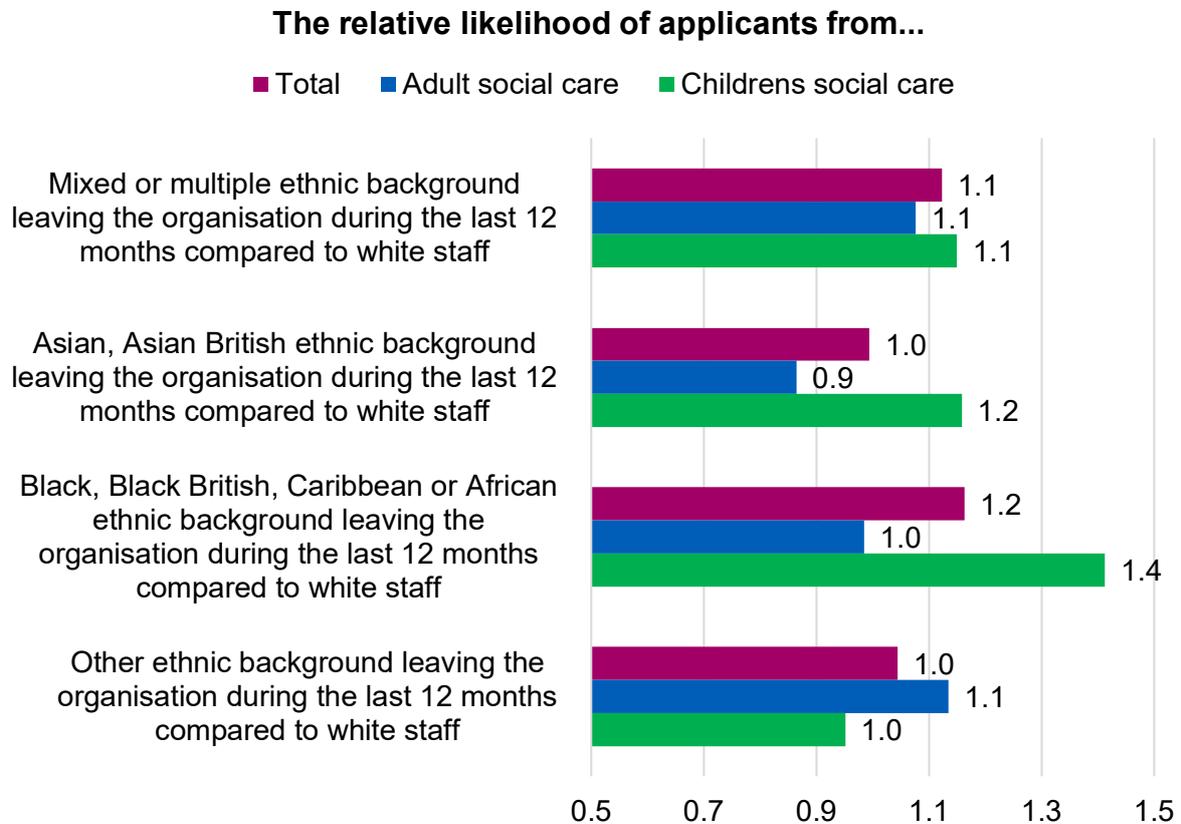
Chart 28. Turnover rate by ethnicity
Source. SC-WRES, 2023
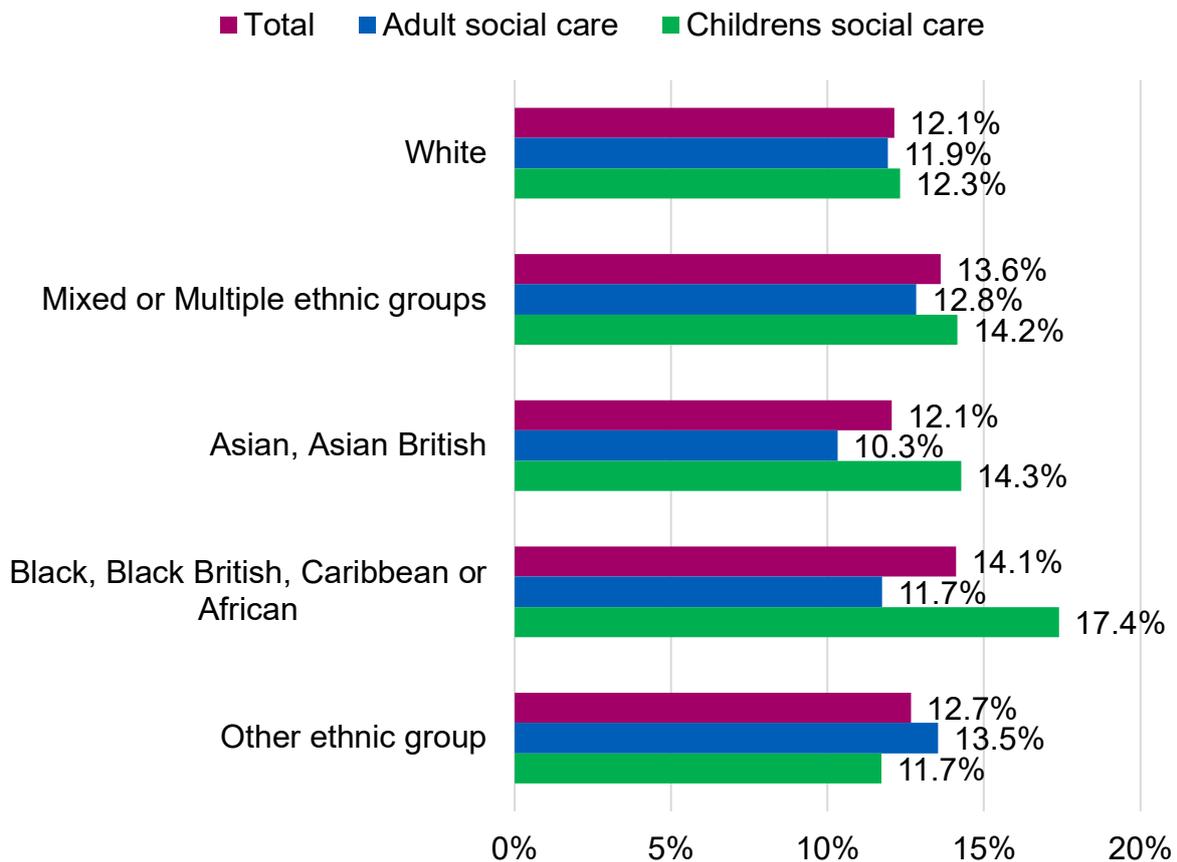
Chart 29. Relative likelihood by ethnicity

Source. SC-WRES, 2023

The relative likelihood of applicants from...

■ Total ■ Adult social care ■ Childrens social care

|		
Mixed or multiple ethnic background leaving the organisation during the last 12 months compared to white staff	Total	1.1
	Adult social care	1.1
	Childrens social care	1.1
Asian, Asian British ethnic background leaving the organisation during the last 12 months compared to white staff	Total	1.0
	Adult social care	0.9
	Childrens social care	1.2
Black, Black British, Caribbean or African ethnic background leaving the organisation during the last 12 months compared to white staff	Total	1.2
	Adult social care	1.0
	Childrens social care	1.4
Other ethnic background leaving the organisation during the last 12 months compared to white staff	Total	1.0
	Adult social care	1.1
	Childrens social care	1.0

x-axis: 0.5 0.7 0.9 1.1 1.3 1.5

Staff from an Asian, Asian British ethnic background were more likely to leave the organisation during the last 12 months compared to staff with a Black, Black British, Caribbean or African background, with a relative likelihood of 1.2 (1.1 within adult social care and 1.2 within childrens social care).

Trend data

A total of 14 adult social care and 11 children's social care local authorities had both participated in the 2021 and 2023 data collection and also provided data for this indicator. This table below shows the change in relative likelihood between the two data collection periods.
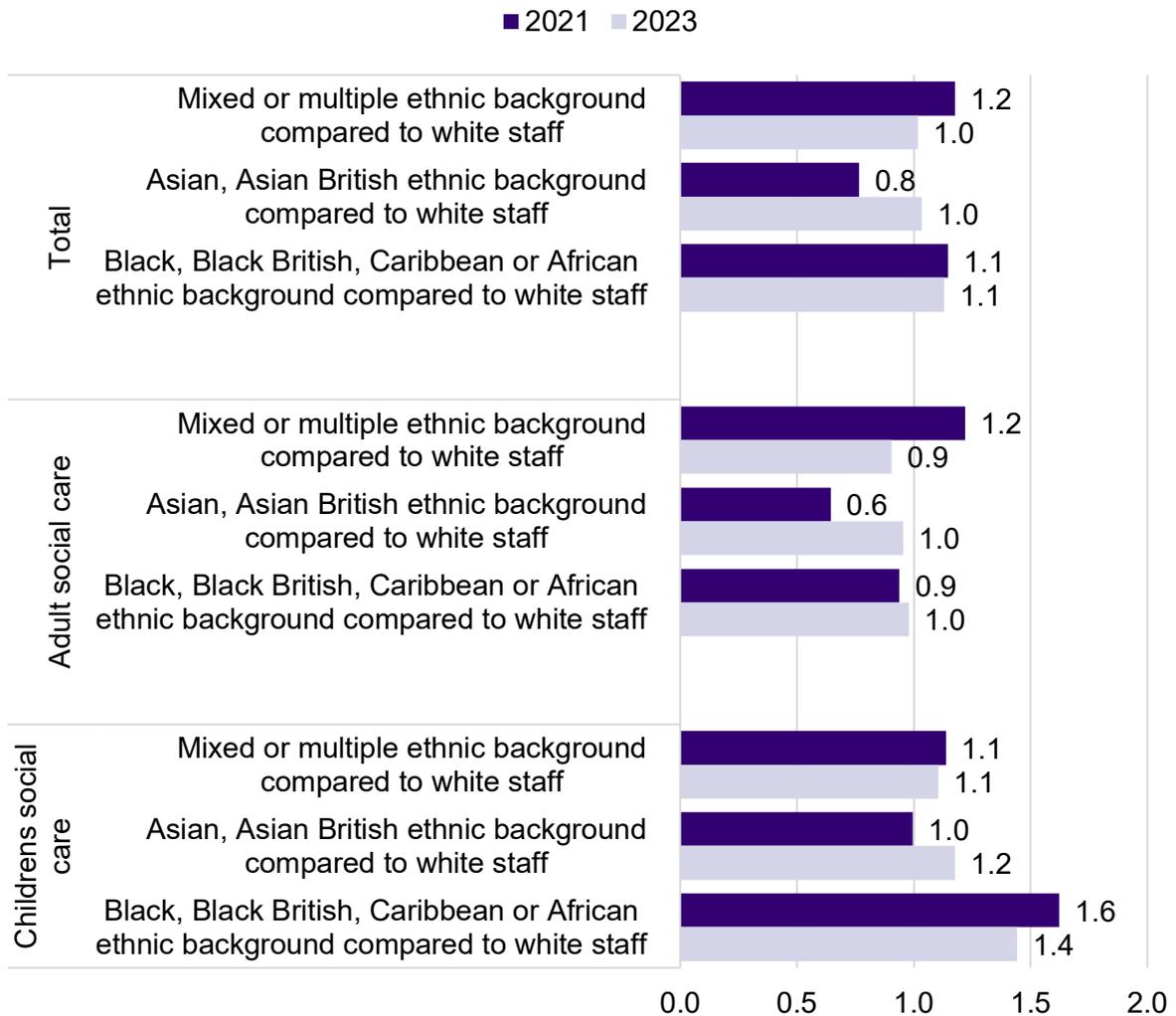
Chart 30. Relative likelihood of directly employed staff from a minority ethnic background leaving the organisation during the last 12 months compared to white staff

Source. Local authorities who submitted data in both SC-WRES 2021 and 2023
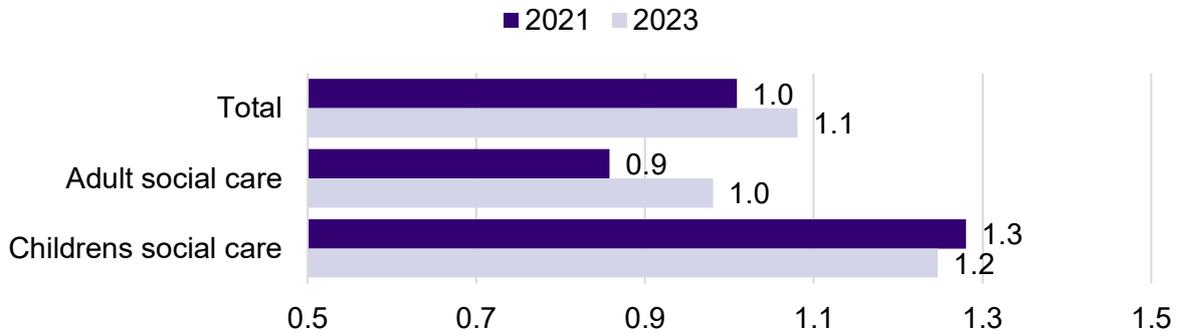
Chart 31. Relative likelihood of directly employed staff leaving the organisation during the last 12 months, by ethnicity

Source. Local authorities who submitted data in both SC-WRES 2021 and 2023

Chart 32. Relative likelihood of directly employed staff from an Asian, Asian British background leaving the organisation during the last 12 months compared to staff with a Black, Black British, Caribbean or African background
Source. Local authorities who submitted data in both SC-WRES 2021 and 2023
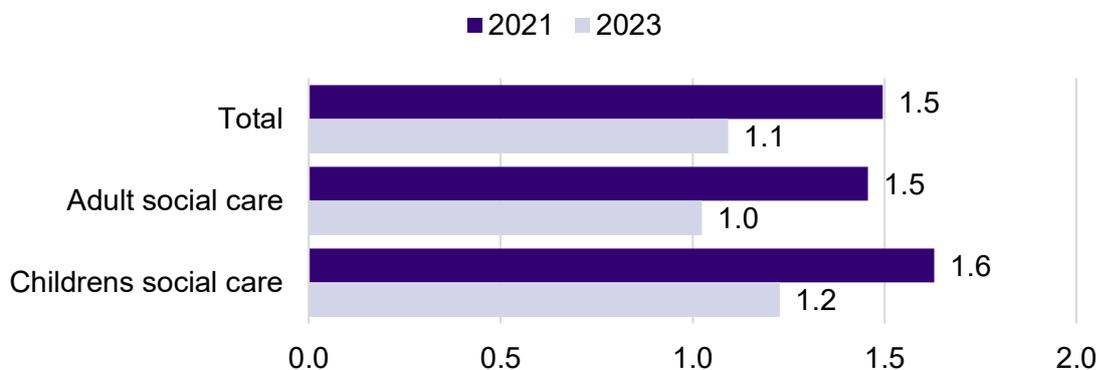
3.10. SC-WRES Indicator 9: Senior manager membership

There was a smaller proportion of staff with a Black, Asian and minority ethnic background in the senior management positions (12%) compared to the overall workforce (19%).
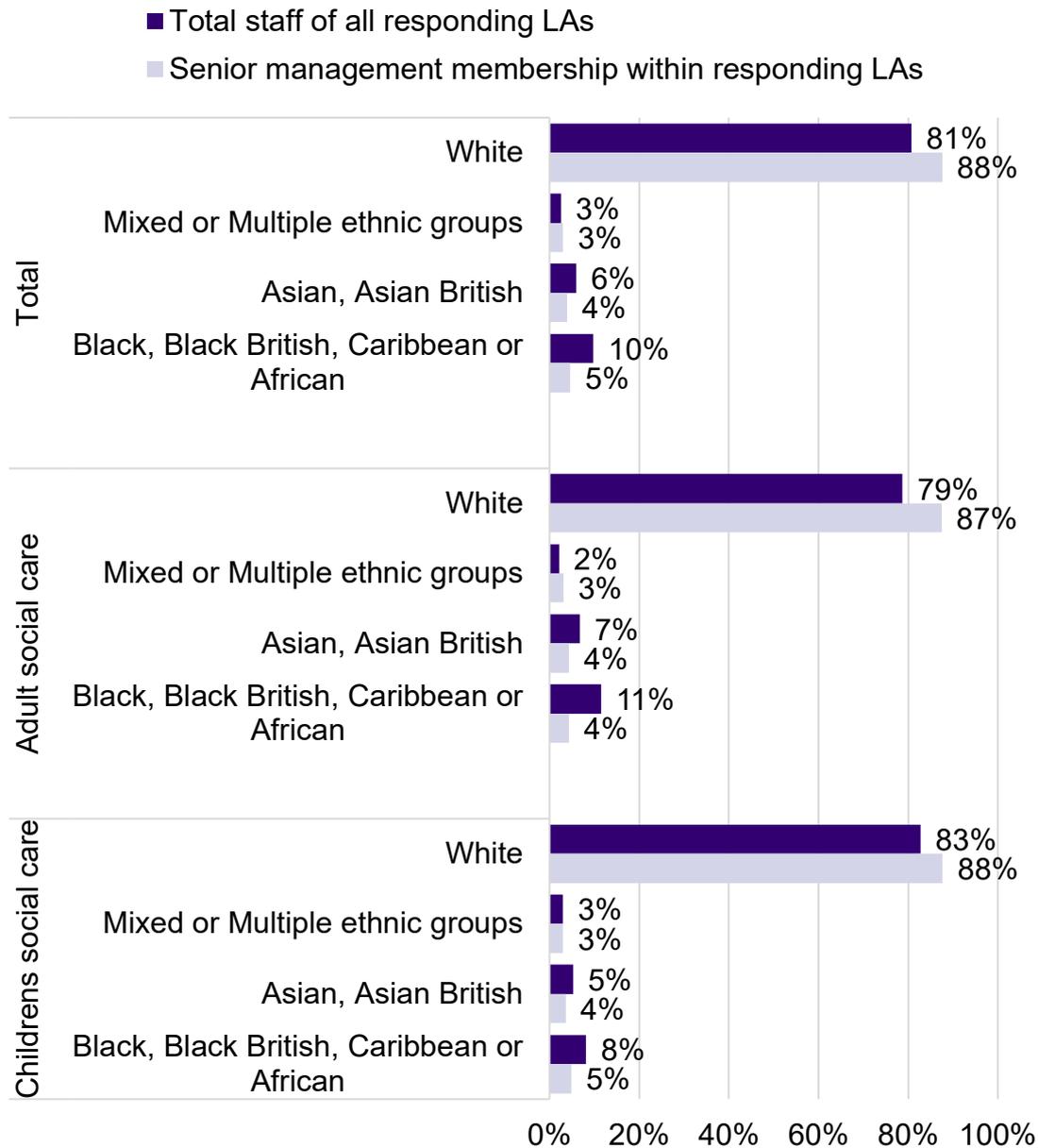
Indicator response rate

Analysis is based on 22 (out of 23) adult social care local authorities and 18 (out of 20) children's social care local authorities. Staff with an 'other ethnic' were excluded from this analysis due to low bases.

Number of senior manager membership by ethnicity

The following chart shows the ethnicity of staff within responding local authorities and the ethnicity of those within the senior management teams. The table shows that there is a greater proportion of staff with a white ethnicity background within the senior management membership than the overall staff group.

Chart 33. Ethnicity of the total workforce recorded compared to the senior management membership
Source. SC-WRES, 2023

■ Total staff of all responding LAs

■ Senior management membership within responding LAs

Total

| White | 81% / 88% |

Mixed or Multiple ethnic groups	3% / 3%
Asian, Asian British	6% / 4%
Black, Black British, Caribbean or African	10% / 5%

Adult social care

White	79% / 87%
Mixed or Multiple ethnic groups	2% / 3%
Asian, Asian British	7% / 4%
Black, Black British, Caribbean or African	11% / 4%

Childrens social care

White	83% / 88%
Mixed or Multiple ethnic groups	3% / 3%
Asian, Asian British	5% / 4%
Black, Black British, Caribbean or African	8% / 5%

0%   20%   40%   60%   80%   100%

2021 and 2023 trends

14 adult and 11 children's social care local authorities participated in the 2021 and 2023 data collection and also provided data for this indicator. The table below shows the data for both years and the change between years.

Table 5. Ethnicity of the total workforce recorded compared to the senior management membership

Source. Local authorities who submitted data in both SC-WRES 2021 and 2023

	2021	2023 Total	Change
White	89%	88%	-1%
Mixed or Multiple ethnic groups	2%	3%	1%
Asian, Asian British	4%	4%	0%
Black, Black British, Caribbean or African	3%	5%	1%
Adult social care			
White	88%	86%	-2%
Mixed or Multiple ethnic groups	2%	4%	1%
Asian, Asian British	5%	5%	0%
Black, Black British, Caribbean or African	4%	5%	2%
Childrens social care			
White	89%	89%	0%
Mixed or Multiple ethnic groups	3%	2%	0%
Asian, Asian British	3%	3%	0%
Black, Black British, Caribbean or African	3%	4%	1%

3.11. SC-WRES - Lessons learnt

Lessons learnt have been collected from Skills for Care and feedback provided by local authorities.

▪ **Impact of service / resource pressure**

Local authorities have resource and capacity challenges which impact on SC-WRES implementation, including the space to learn, reflect and share and we have seen a reduction in EDI expertise as a result.

We need to support senior leaders to learn from each other, integrate the SC-WRES into wider EDI approaches and make the most of our resource including building a strong business case for the value and purpose of the SC-WRES.

▪ **Managing differences in data infrastructure and analytic expertise**

The infrastructure and capacity for data is different in every local authority and we learned that as we went along in this work. We will provide more support and guidance.

- **Staff engagement**

Local authorities want to strengthen staff engagement in the SC-WRES but often do not have sufficient communication capacity to design strategies or support sensitive dialogue. We need to consider how the SC-WRES supports upskilling in this area.

- **Peer support**

As the number of participating local authorities grew, there has been more interest in peer support to address the different levels of experience with the SC-WRES and regional and other differences.

- **Action planning**

Action planning was not always specific, measurable, achievable, realistic and timebound (SMART). More of a focus is needed here.

- **Data collection window notice**

Because there was a delay in the project coming to Skills for Care from DHSC, the notice period for the data collection window was reduced. This was a challenge, and we will have a longer window in future.

- **Data sharing agreement**

We reviewed and changed our data sharing arrangements during the project. We will make the requirement for a data sharing agreement clearer to local authorities in future and ensure we are building in time for that.

- **Constant cycle of improvement**

As part of our cycle of review and improvement we will user test each indicator. We already know some changes we need to make to indicator one because of challenges with analysis.

- **Continue to work with NHS WRES colleagues**

We will continue to work with the NHS WRES team to align as far as possible.

Reflections from the Anti-racism Steering Group

The Anti-Racist Steering Group was established in 2020 in response to the inequalities revealed by COVID-19 and murder of George Floyd which highlighted the pervasive structures of racism and inequality. This context, and the global focus on racial injustice and inequalities reignited efforts to address racial inequity by working together and using our collective influence to create sustainable change. The group brings together stakeholder organisations and individuals committed to driving forward anti-racism in the social work workforce. The focus is on connection, conversation and insight gathering to inform organisational approaches and explore opportunities to collaborate and influence change. By co-ordinating aims and aligning our activities we hope to increase our collective responsibility and therefore impact.

The SC-WRES involves local authorities reporting on a range of measures of race equality in their social care workforces, including in relation to salary, seniority, access to training, disciplinaries, recruitment and retention. It is an important step towards challenging pervasive structures of racism. As an improvement programme, it combines robust data and evidence with peer-to-peer support and importantly, developing action plans to address the evidence and take practical steps. There is an absence on robust data on race equity and the opportunities now exist to build and support this tool to share evidence across the sector and feed into academia, regulatory and watchdog bodies, working collectively on change in this area.

In March 2022 the Anti-Racist Steering Group commissioned research[7] to explore the experiences and perspectives of nearly 2000 social workers relating to racism. It highlighted the toll racism is taking on social workers in England with 10% of respondents considering leaving their organisation as a result of racism, and 8% considering leaving social work entirely. The findings and recommendations from this survey have been used by the steering group to inform anti-racism initiatives. On the back of the research, the steering group pledged to work with stakeholders – such as directors of children's and adults' services – to "garner support for an action plan to address the findings of the survey". This would take into account existing anti-racism work, such as the SC-WRES. Sadly, across the sector this research continues to be the case and without concerted and consistent, collective efforts we anticipate this situation worsening.

Further information can be found in community care.[8]

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[7] https://whatworks-csc.org.uk/research-report/anti-racism-survey-report/
[8] https://www.communitycare.co.uk/2023/07/28/racism-driving-black-and-minority-ethnic-social-workers-into-agency-work-finds-research/

4. Action plan information, case studies and resources

4.1. Action plan information, examples, and case studies

Action plans are a vital output of the SC-WRES because this is where the improvement happens. They should be underpinned by anti-racist strategy and vision and bring together the data analysis and engagement with staff. The early adopters developed action plans (see links below) and are benefiting from revisiting and learning whether improvement occurred and what barriers got in the way of progress.

Brighton and Hove Council said,

"The action plan has been a useful tool and reference point. One of the challenges has been around ensuring that SC-WRES actions are both aligned to and accommodating of wider EDI initiatives in the council. We are going to review our original action plan in the next couple of months and will use the engagement feedback as a basis for setting new actions and reviewing how much progress we have made. On reflection, I think we could have had a narrower focus for our original action plan. Resources and capacity are always going to limit what can be achieved and I think, it would have been better to commit to less in the beginning rather than casting our net really wide. My other reflection is that the WRES process has been quite organic, we have learnt things along the way and have used that learning to inform next steps.'

Hertfordshire Council said,

"I think it's good to have an action plan as it forms a link between the identified inequities and the objectives an LA [local authority] has to address them. It's also useful because the actions are a clear statement of intent and in that way are easy for all colleagues to understand. It was quite a lot of work to agree the actions so that time needs to be factored in. Also, even when there are supportive colleagues in other departments working with you, there's work involved in making the case for the action and why something new or different should be done. Depending on the context, some ideas might seem (to some) quite revolutionary.'

Please see these three links below for action plans published after the 2021 SC-WRES programme:

- Kent.Gov.Uk/__Data/Assets/Pdf_File/0010/137773/Scwres-Action-Plan.Pdf
- Social care Workforce Race Equality WRES 19.08.2022.pdf (brighton-hove.gov.uk)
- Social Care Workforce Race Equality Standards (SCWRES) Action Plan 2022 | Nottinghamshire County Council

4.2.   Further resources

This provides information about further resources from the Care Quality Commission, Equality and Human Rights Commission and the NHS.

- **Care Quality Commission resources**

To find out more about the CQC's Local Authority assessment framework please visit
https://www.cqc.org.uk/guidance-regulation/local-authorities/assessment-framework

To find out more about humanity into action from the CQC please visit
https://www.cqc.org.uk/about-us/our-updated-human-rights-approach

To read CQC's WRES Annual Report 2023 please visit
https://www.cqc.org.uk/about-us/our-strategy-plans/equality-human-rights/data-standards/wres-report-2023

- **Equality and Human Rights Commission**

To read more about the Equality and Human Rights Commission Guidance on the Public Sector Equality Duty please visit
https://www.equalityhumanrights.com/guidance/public-sector-equality-duty-psed

To read the EHRC report please visit https://www.equalityhumanrights.com/our-work/inquiries-and-investigations/experiences-health-and-social-care-treatment-lower-paid

To read the EHRC and Human Rights website please visit
https://www.equalityhumanrights.com/human-rights/what-are-human-rights

- **NHS Patient and Carer Race Equality Framework**

Find out about the NHS Patient and Carer Race Equality Framework to visit
https://www.england.nhs.uk/mental-health/advancing-mental-health-equalities/pcref/

Appendix 1: Methodology

This appendix provides information on the methodology of the 2023 SC-WRES data collection. It includes information about how we collected and analysed data, on response rates by region and per indicators, and the how the staff within responding local authorities compare to total adult social care sector and the population of England.

5.1.   Small numbers and data sharing

This report uses information based on aggregated data only and does not contain any identifying information concerning individuals. Data shown in this report are a total of all 23 responding local authorities, if bases are low due to lower response rates for certain indicators, or due to filtering data quality, then data is supressed and not shown.

Skills for Care's Workforce Intelligence team conducted the analysis of the ASC-WDS data and also the SC-WRES data. We are the leading source of workforce intelligence for the adult social care sector in England and are experts in adult social care insight. The Workforce Intelligence Analysts follow the UK Statistics Authority's code of practice, and work to the standard of the 'five safes' making it a priority to keep these at the forefront of mind when conducting research, analysis, storing and sharing any research or data. We always make sure that our research and outputs are appropriate, trustworthy and there is no risk of misuse or confidentiality breach. When creating outputs, we always adhere to statistical disclosure controls.

5.2.   Data collection process

From 01 September to 13 October 2023, participating local authorities were asked to provide their SC-WRES data return. A number of local authorities were granted an extension into November.

Data was submitted to Skills for Care in an Excel data collection tool. Employers provided their data about the social care staff, by ethnicity, for nine indicators. When the local authority had prepared the data, they were asked to sign a data sharing agreement with Skills for Care and submit their data via a One Drive transfer. Local authorities could choose to provide data about their adult social care, childrens social care or both workforces. All 23 local authorities provided data about adult social care and 20 provided data about childrens social care. Response rates did vary between indicators, please see section 5.4 for more details.

As the local authority was populating the data collection tool they were presented with analysis of their own data. This analysis included charts and tables showing percentages and relative likelihoods for each indicator. This analysis was designed to be used by employers to inform their action plans.

Once Skills for Care received the data they performed data quality checks, please see section 5.6 for more details.

5.3.   Relative likelihood

The relative likelihood is the percentage (or proportion) of one group experiencing an outcome, divided by percentage (or proportion) of another group experiencing an outcome. The closer a relative likelihood is to one, the greater equality there is between the two groups. If a likelihood is less than one then one group is less likely to experience an outcome than the other group, and vice versa.

If relative rate is less than 0.80 or more than 1.25 then it is suggested that ongoing monitoring from analysts and priority for policy action could be considered.[9]

5.4.   Response rates

In 2023 23 local authorities provided data about their adult social care workforce and 20 provided data about children's social care workforce. Table 3 shows the number of local authorities who have provided data by region.

Table 6. Number of local authorities responding, by region
Source. SC-WRES, 2023

	Adult social care	Childrens social care
Eastern	2	2
East Midlands	2	2
London	7	5
North East	0	0
North West	1	1
South East	3	2
South West	2	2
West Midlands	4	4
Yorkshire and the Humber	2	2

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[9] https://www.gov.uk/government/publications/using-relative-likelihoods-to-compare-ethnic-disparities

The region with the highest response rate was the London region (28%), followed by the West Midlands (19%) and the South East region (12%). Chart 6 below shows the proportion of SC-WRES adult social care responses compared to the distribution of the whole adult social care workforce.[10]

Chart 34. Proportion of adult social care Local Authorities responding compared to the distribution of the adult social care workforce, by region
Source. SC-WRES, 2023 and Skills for Care estimates, 2022/23

■ Adult social care workforce   ■ Responding SC-WRES LAs

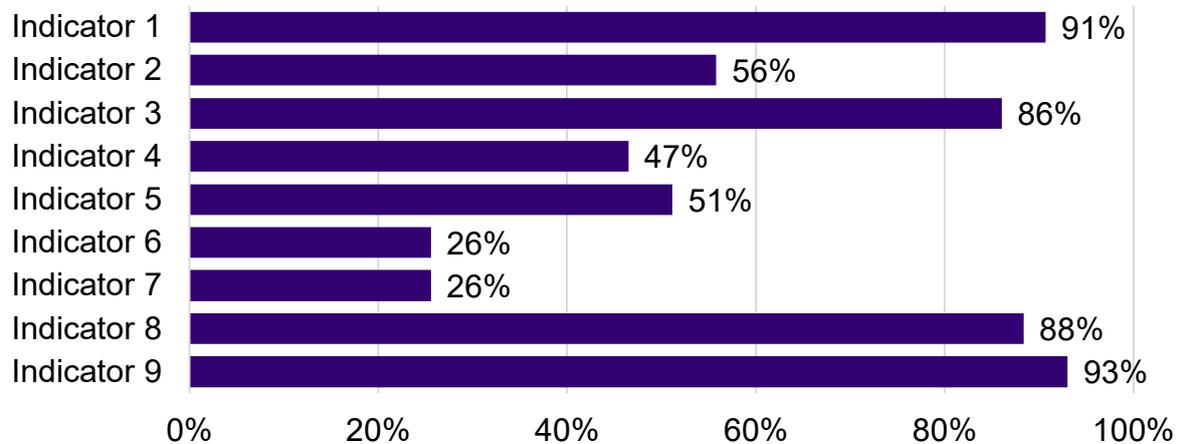| Region	Adult social care workforce	Responding SC-WRES LAs
Eastern	11%	9%
East Midlands	10%	9%
London	11%	28%
North East	5%	0%
North West	17%	5%
South East	16%	12%
South West	8%	9%
West Midlands	9%	19%
Yorkshire and the Humber	13%	9%
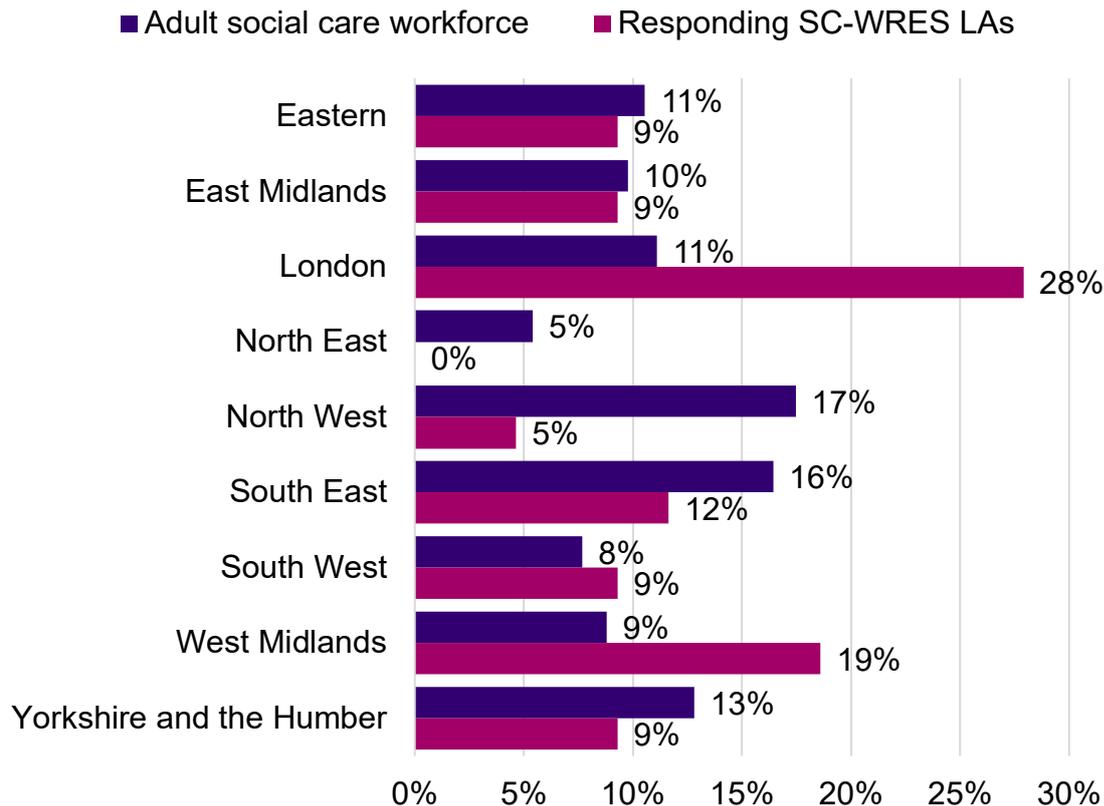
The following chart shows the proportion of local authorities that have responded to each indicator. A detailed response rate, shown by adult and children's social care services is shown within each indicator section above.

Chart 35. Response rate by indicator after local authorities have been removed due to incomplete or poor data quality
Source. SC-WRES, 2023

Indicator	Response rate
Indicator 1	91%
Indicator 2	56%
Indicator 3	86%
Indicator 4	47%
Indicator 5	51%
Indicator 6	26%
Indicator 7	26%
Indicator 8	88%
Indicator 9	93%

5.5. Data quality checks and overview

One of Skills for Care's core values is to use our data and insight to provide a solid evidence base about the adult social care workforce and to understand trends. This helps to empower the sector to implement positive change.

Skills for Care's Workforce Intelligence team are committed to the three pillars of trustworthiness, quality and value, and principles of the Code of Practice for Statistics. As part of this we have methods in place that help ensure we produce assured statistics. Several methods are used to quality assure the data that is collected as part of the SC-WRES, including checked and approving data at the point of collection and further data quality checks are made when creating summary statistics and this report.

Rigorous data quality checks which mean data limitations are minimised and that our outputs are as reliable, up to date, accurate and consistent as possible.

Examples of the checks included comparisons to the ASC-WDS data to see if response were within an expected range, cross checking responses between indicators to check totals and if the open-ended responses suggested the data was based on the correct information.

The outcome of each data quality check was reported back to each local authority. Data was either 'within expected range' or feedback was made to the local authorities. In many cases the local authority provided clarification, provided missing data, or confirmed the data was not going to be provided this submission. Where

data quality was not within the expected range the data has been excluded from this report (please see the table above).

5.6. Staff overview

The first question local authorities were asked was the number of staff they employ by ethnicity. There were 19 ethnicities on the list and also 'not known'. These were then grouped into five groups. The following two charts show the ethnicity profile of the staff within the responding 23 (of 23) adult social care local authorities and 19 (of 20) children's social care local authorities. In total there were 75,000 staff reported, 41,500 within adult social care and 43,500 in children's social care.

Chart 8 shows staff by five ethnicity groups. This chart excludes those where ethnicity was not known. The chart shows that the ethnicity groups are very similar between adult and children's social care, with a difference of only two percentage points. This will be, in part, due to the population of the local area and therefore the recruitment pool being the same for all employers.

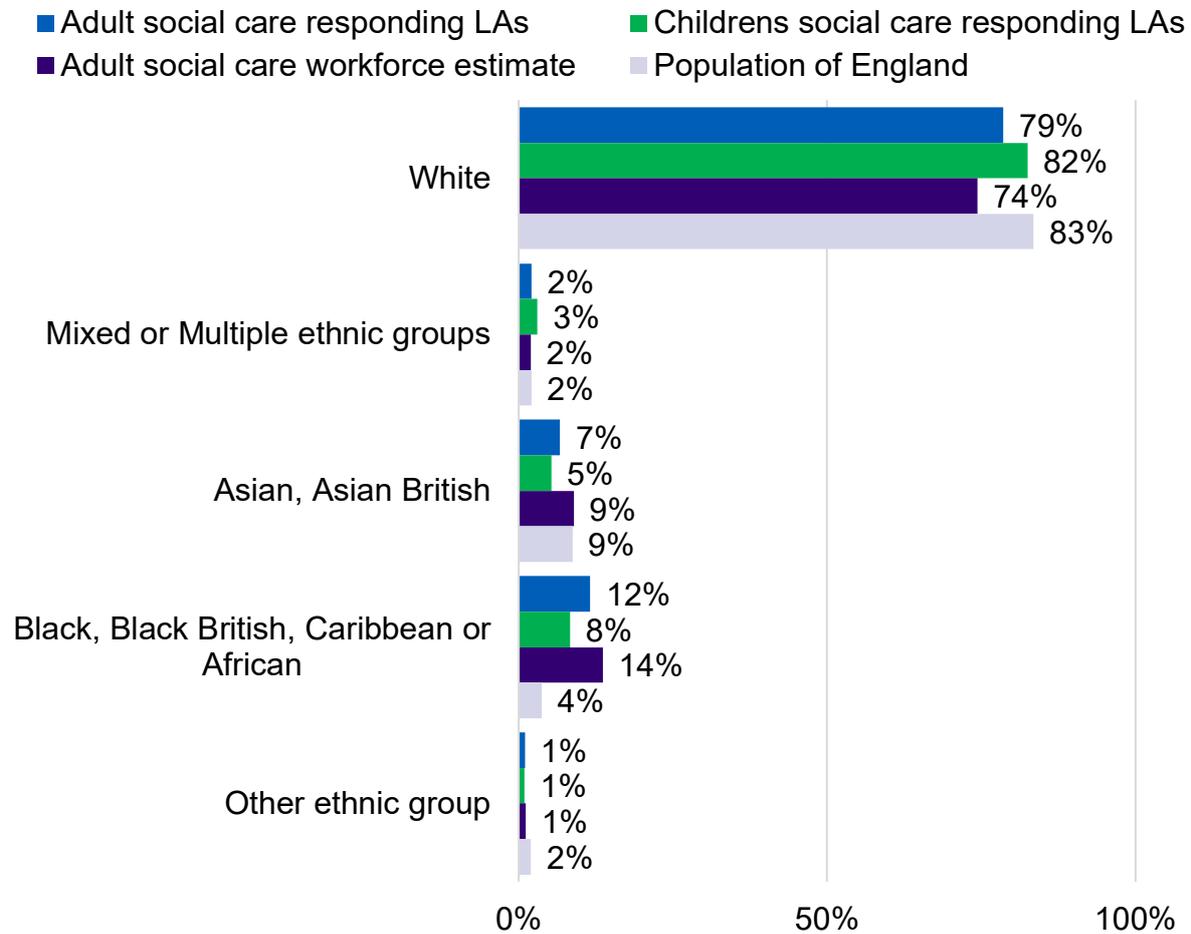**Chart 36. Ethnic group of responding local authorities**
Source. SC-WRES, 2023
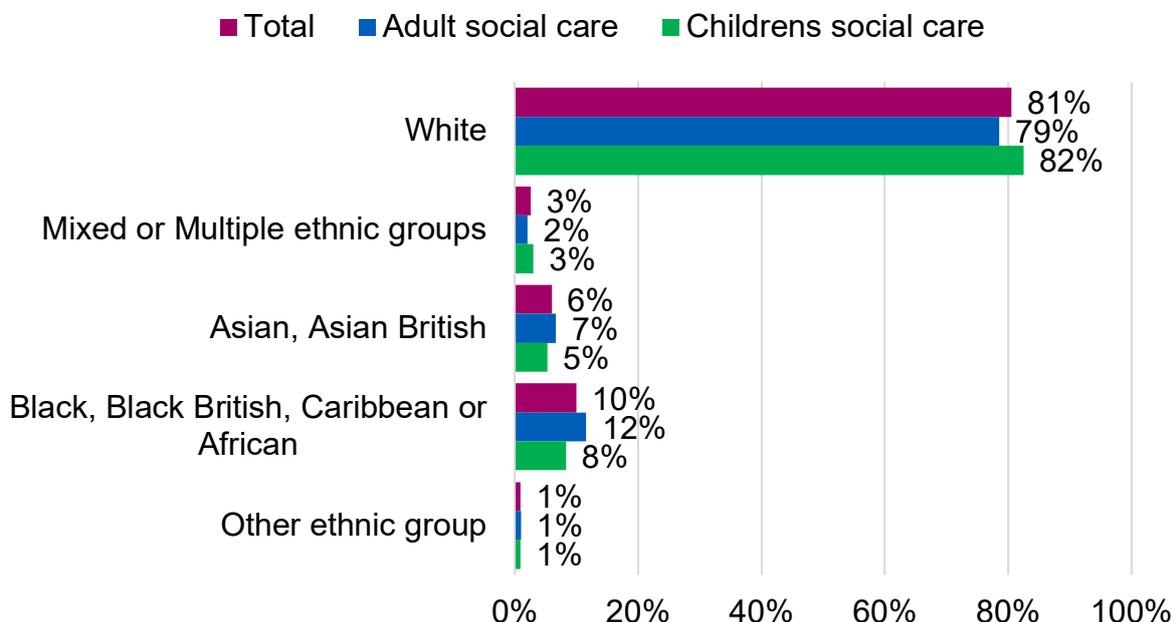
The chart below shows the shows the ethnic profile of responding local authorities, the estimated adult social care workforce employed by local authorities and the population of England.

Chart 37. Ethnic group of responding local authorities**, estimated proportion of the adult social care workforce and the population of England**
Source: SC-WRES 2023, Skills for Care workforce estimates 2022/23, Census 2021

Legend:
- Adult social care responding LAs
- Childrens social care responding LAs
- Adult social care workforce estimate
- Population of England

White
- Adult social care responding LAs: 79%
- Childrens social care responding LAs: 82%
- Adult social care workforce estimate: 74%
- Population of England: 83%

Mixed or Multiple ethnic groups
- Adult social care responding LAs: 2%
- Childrens social care responding LAs: 3%
- Adult social care workforce estimate: 2%
- Population of England: 2%

Asian, Asian British
- Adult social care responding LAs: 7%
- Childrens social care responding LAs: 5%
- Adult social care workforce estimate: 9%
- Population of England: 9%

Black, Black British, Caribbean or African
- Adult social care responding LAs: 12%
- Childrens social care responding LAs: 8%
- Adult social care workforce estimate: 14%
- Population of England: 4%

Other ethnic group
- Adult social care responding LAs: 1%
- Childrens social care responding LAs: 1%
- Adult social care workforce estimate: 1%
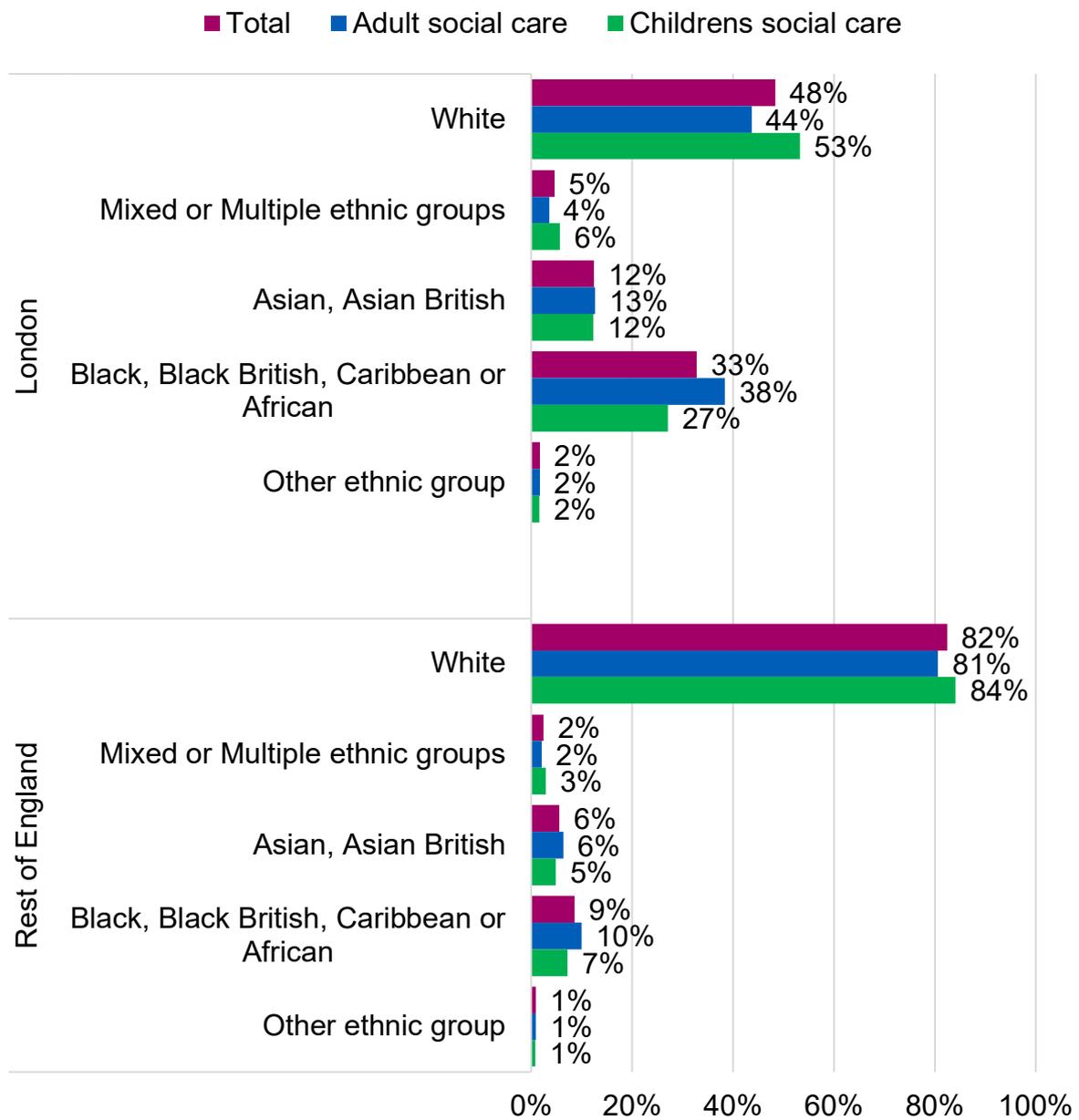- Population of England: 2%

The adult social care workforce estimate shows that workers within the local authority sector had a lower proportion of workers with a Black, Asian and minority ethnic background (19%) than the workforce as a whole (26%).

It should be noted that London has a more diverse population than the rest of the country. The chart below shows results of the responding 23 adult social care and 19 children social care local authorities split into the London region and 'the rest of England'. It was not possible to show regions individually due to low bases.

Chart 38. Ethnic group of responding local authorities by region groups
Source. SC-WRES, 2023

Legend: ■ Total ■ Adult social care ■ Childrens social care

London

White
- Total: 48%
- Adult social care: 44%
- Childrens social care: 53%

Mixed or Multiple ethnic groups
- Total: 5%
- Adult social care: 4%
- Childrens social care: 6%

Asian, Asian British
- Total: 12%
- Adult social care: 13%
- Childrens social care: 12%

Black, Black British, Caribbean or African
- Total: 33%
- Adult social care: 38%
- Childrens social care: 27%

Other ethnic group
- Total: 2%
- Adult social care: 2%
- Childrens social care: 2%

Rest of England

White
- Total: 82%
- Adult social care: 81%
- Childrens social care: 84%

Mixed or Multiple ethnic groups
- Total: 2%
- Adult social care: 2%
- Childrens social care: 3%

Asian, Asian British
- Total: 6%
- Adult social care: 6%
- Childrens social care: 5%

Black, Black British, Caribbean or African
- Total: 9%
- Adult social care: 10%
- Childrens social care: 7%

Other ethnic group
- Total: 1%
- Adult social care: 1%
- Childrens social care: 1%

5.7. Appointed from shortlist

Table 7. Relative likelihood of directly employed staff from a minority ethnic background being appointed from shortlisting in the last 12 months. Trends, from 2021 to 2023, by ethnicity

Source. Local authorities who submitted data in both SC-WRES 2021 and 2023

	Total			Adult social care			Childrens social care		
	2021	2023	Change	2021	2023	Change	2021	2023	Change
The relative likelihood of applicants from a Black, Asian and minority ethnic background being appointed from shortlist compared to applicants with a white ethnicity	0.7	0.5	▼ -0.2	0.7	0.4	▼ -0.3	0.7	0.6	▼ -0.1
Mixed or Multiple ethnic backgrounds being appointed from shortlist compared to applicants with a white ethnicity	0.9	0.7	▼ -0.1	0.8	0.6	▼ -0.3	0.9	0.8	▼ -0.1
Asian, Asian British ethnic backgrounds being appointed from shortlist compared to applicants with a white ethnicity	0.7	0.4	▼ -0.3	0.7	0.3	▼ -0.4	0.7	0.6	▼ -0.2
Black, Black British, Caribbean or African ethnic backgrounds being appointed from shortlist compared to applicants with a white ethnicity	0.7	0.5	▼ -0.2	0.7	0.4	▼ -0.3	0.7	0.6	► 0.0
Asian, Asian British ethnic backgrounds being appointed from shortlist compared to applicants from a Black, Black British, Caribbean or African ethnic background	1.0	1.1	▲ 0.2	1.0	1.2	▲ 0.2	0.9	1.1	▲ 0.2

Keeping informed and register your interest

To be kept up to date with the SC-WRES programme or to register your interest, as a local authority, to be involved in a future SC-WRES programme then please email us at equalityandrights@skillsforcare.org.uk

Twitter.com/skillsforcare

Facebook.com/skillsforcare

Linkedin.com/company/skills-for-care