



Social Care Workforce Race Equality Standard Improvement Programme

Social Care Workforce Race Equality Standard (SC-WRES) Improvement Programme is driving real change by empowering organisations to actively address and dismantle racism and discrimination within the social care sector workforce.



People from a Black, Asian and minoritised ethnic background make up 26%* of the adult social care workforce. This proportion was lower among all managerial roles (17%) and senior manager roles (17%). These people are often overlooked for promotions, training and development opportunities.

The SC-WRES was developed as a process to identify issues, measure improvements and take action in the workforce with respect to the experiences of people from a Black, Asian and minoritised ethnic background.

*The state of the adult social care sector and workforce in England, October 2023:
www.skillsforcare.org.uk/StateOf

The SC-WRES Improvement Programme is a process that organisations can use to address evidence of inequality and make progress towards race equality, fostering a more inclusive and fair work environment.

The SC-WRES helps social care organisations to:

- collect and review data against nine indicators
- produce action plans using the evidence from the indicators to close the gaps in workplace experience between employees from a white background and employees from a minoritised ethnic background
- gives support via a community of practice, peer learning and engagement
- improve representation of staff from minoritised ethnic backgrounds at the senior level of the organisation
- ensure minoritised staff have fair access to continued professional development and career progression
- have clear working systems and processes to address bullying, harassment, and racism within the workplace and from end-users.



In Hertfordshire Adult Care Services and Children's Services, we're committed to continuing to be part of the SC-WRES.

We understand that sustainable structural, systemic and cultural change in relation to ethnic and racial inequity and inequality in the workplace doesn't happen without continuous focus on the problems and resolute focus on activity to address them.

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.

Liz Fergus, Senior Project Manager for Diversity and Inclusion,
Adult Care Services Hertfordshire County Council





An independent, mid-point evaluation* was undertaken of the first phase of the SC-WRES which found three main reasons why individual local authorities joined:

1. The opportunity to use it as a positive disruptor to address racism, particularly through the development of action plans aimed at improving the situation of Black and minoritised ethnic social workers.
2. It fitted with other corporate activities focusing on tackling racism, bullying and harassment, and inequality and as such, seen as part of this journey.
3. It offers staff the opportunity to challenge and address undertones of racism from senior teams and also support staff who have experienced racism from people who draw on services or their families.

* SC-WRES mid-point evaluation undertaken by BJSW Manthorpe and Samski, Kings College



The SC-WRES is a fundamental tool for change on our journey to establishing race equity. When we tested it in 2021 with 18 trailblazing local authorities, we learnt that:

- **Authentic engagement and understanding is essential, as is how important the Leadership Team role is.**
- **Where possible, linking SC-WRES with organisations internal equality, diversity and inclusion policies can bring policies to life and help to strengthen existing policies.**
- **Effective data collection, analysis and continued collection is essential to embed sustainable and impactful change and to uncover ‘the story underneath’.**
- **SC-WRES encourages and nurtures participation and engagement at all levels that is needed to make real progress on race equity.**
- **The development and implementation of action plans is a core part of SC-WRES and is an essential component to change.**

Lyn Romeo, former Chief Social Worker



The goal of the SC-WRES Improvement Programme is to create systemic cultural and behavioural change. It's a tool for organisations to use to facilitate this change by helping them to:

- highlight different experiences
- plan short, medium and long-term objectives focusing on areas where improvement will have significant impact on workforce race equality, using action plans and individual local authority report
- explore impact over time and see the benefits when there is equity, inclusion and engagement in the workforce: Evidence is published nationally through the annual SC-WRES report.

Social Care Workforce Race Equality Standard, 2023 report

This report uses data collected from 23 local authorities between September to November 2023 and compares the data about minoritised ethnic colleagues with the data about white staff.

Headline findings from the report show that if you're a colleague from a Black, Asian or minority ethnic background you're more likely to experience a disadvantage across most of the SC-WRES indicators compared to white staff.

Read the report: www.skillsforcare.org.uk/SCWRES2023Report



To find out more please visit www.skillsforcare.org.uk/SCWRES

