

Action plan snapshots from 2023

The Social Care Workforce Race Equality Standard (SC-WRES) report is an annual report on data collected through the SC-WRES Improvement Programme.

The 2023 report revealed:

- A smaller proportion of Black, Asian, and minoritised ethnic staff were found in higher pay bands.
- Black, Asian, and minoritised ethnic candidates were half as likely to be appointed from shortlisting compared to white candidates.
- Black, Asian, and minoritised ethnic staff were underrepresented in senior management positions (12%) compared to the overall workforce (19%).

We'll be sharing what several organisations are doing to address these issues.

Coventry City Council

Coventry City Council aims to create a more inclusive workplace for Black, Asian, and minoritised ethnic staff with:

- **Inclusive recruitment and selection policy:** This policy outlines a fair, objective, and transparent recruitment process that promotes inclusive practices.
- **Inclusive panels pool:** A pool of trained employees from diverse backgrounds is used to support recruitment and selection processes, particularly for higher-grade positions.
- **Recruiting for workforce diversity training:** This training equips recruiting managers with the knowledge and skills to minimise bias and promote diversity in recruitment and selection.

Read the full [SC-WRES report](#) to find out more and learn how you can create a more equitable and inclusive workplace for Black, Asian, and minoritised ethnic staff.

