

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.

Leeds City Council

Leeds Council established a programme of support to enable them to bring the best out of their staff and teams:

- **Be your best programme:** supports managers to embody council values such as bringing out the best in everyone, promoting opportunity and development for all and treating people fairly.
- **Manager training:** managers are equipped with a toolkit and held accountable for EDI performance.
- **Performance indicators:** the council's performance indicators, including a representative and engaged workforce, emphasise the crucial role of managers in achieving these goals.

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.

