

# 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.

## Norfolk County Council

Norfolk County Council consulted with Black, Asian, Arabic and other global majority staff to understand their experiences of racism in the workplace and created an action plan based on their lived experience.

- **Directly addressing racism:** Created practical guidance for managers on how to robustly address racism, emphasizing zero-tolerance and empowering managers to act.
- **Comprehensive training:** Developed and implemented an eLearning module titled "Anti-racism in practice: Eliminating racism at work," completed by over 2000 employees.
- **Empowering leaders to act:** Provided in-person workshops for Directors, Heads of Service, and managers to enhance anti-racist practice and build confidence in addressing racism. This received overwhelmingly positive feedback from managers, with many stating they now "have clear permission to act".

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.

