

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.

Stoke Council

Stoke Council have carefully considered what can be done to widen the recruitment pool for senior roles and build an inclusive culture:

- **Senior leadership responsibilities:** Senior leaders are crucial in recognising barriers to progression and fostering an inclusive organisational culture.
- **Widening the recruitment pool:** actively working with recruitment partners to cast a wider net for senior roles, aiming to attract a more diverse talent pool.
- **Inspiring career progression:** providing opportunities for staff to hear from diverse senior leaders to inspire Black, Asian, and minoritised ethnic staff.
- **Supporting career advancement:** coaching and mentoring programs to empower Black, Asian, and minoritised ethnic staff to develop their skills and confidence.

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.

